



MIAMI UNIVERSITY



Corporate & Community Institute

The more your people know, the more successful your business will be.

Coaching Skills for High Performance

April 4-5, 2012



"The most desired employees in today's workforce respond to three things: challenges, support, and rewards. The coaching leader knows how to provide them all, unleashing the spirit and energy every emerging star has to offer."

~ **Brenda Corbett and Judith Coleman**
Authors of *The Sherpa Guide: Process-Driven Executive Coaching*



Program Objectives

This two-day program creates a powerful coaching mindset and winning skill set for managers and executives. Working with published experts, this dynamic program provides the skills and techniques required to coach personnel to achieve peak performance.

Who Should Attend

Coaching Skills for High Performance is appropriate for senior managers responsible for team performance, HR and training professionals who develop "fast track" employees, or any leader who strives to get the best results from his or her team.

Program Benefits

When individuals and teams want to be accountable, efficiency and productivity soar. Coaching Skills for High Performance reveals how you'll make accountability a positive force in the workplace on both individual and team levels. You will learn:

- Proven methods for creating a positive coaching environment
- More effective communication at every level
- How to build constructive accountability that makes teams thrive
- A proven process for delivering a clear set of expectations

Program Content

This program, taught by the authors of *The Sherpa Guide: Process-Driven Executive Coaching*, covers principles of modern business coaching including:

The Leader's Role as a Coach

- Creating higher levels of effectiveness
- Learning proven paths to peak performance
- Setting up "coaching moments" and meetings

The Sherpa Stance

- Focusing on business behavior
- Utilizing your personal inventory "toolbox"

A Culture of Communication

- Delivering and living out expectations
- Sorting through symptoms and opportunities
- Determining direction for the client/employee

Accountability House

- Selecting a path and resources
- Learning responsibility as a positive factor

Personalizing the Process

- Coaching styles
- Creating action plans



For comprehensive details, go to
www.muohio.edu/cci.

Program Details

Coaching Skills for High Performance

Dates: April 4-5, 2012

Time: 8:00am—4:00pm

Location: Miami University VOA Learning Center,
West Chester, Ohio

Fee: \$995 (Includes textbook, materials, continental
breakfast and lunch)

**Register two people from an organization and
the third is FREE.**

What is a Sherpa Coach?

The model for the Sherpa executive coach is the Himalayan guide. They help climbers choose a course and reach the summit. In the same way, leaders with Sherpa coaching skills provide tools, and share knowledge of the best path for their employees to follow.

Instructors

The course will be taught by either Brenda Corbett or Judith Coleman, authors of *The Sherpa Guide: Process-Driven Executive Coaching*. Marshall Goldsmith, world's leading executive coach, says: "Corbett and Coleman are doing significant work that defines the industry. They're the next generation of world leaders in coaching."

Registration

Class size is limited. You have three easy ways to register:

Phone: 513-727-3300

Fax: 513-727-3301

Email: weberkm@muohio.edu or
mcnabpl@muohio.edu

Program details are subject to change.

About Miami University's Corporate & Community Institute...

Miami University's Regional Campuses in Hamilton, Middletown and West Chester have been serving the business community since 1966 (West Chester's Voice of America Learning Center since 2009). Over the years we have developed the resources and expertise to provide in depth training on a wide variety of topics including innovative solutions for human resources planning, leadership and organizational development. Our instructors and consultants are seasoned professionals with real-world business solutions that build and support your human capital performance.

MCCI's workforce development team helps organizations to better manage their most valuable resource—people. Our strengths are with our knowledgeable, dependable consultants, innovative solutions and anytime/anywhere delivery.

For more information on what MCCI can do for you and your organization, please contact :

Pat McNab at 513-727-3382 or mcnabpl@muohio.edu

Kathy Weber at 513-895-8878 or weberkm@muohio.edu

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Change Management Certification

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into play as you guide your com-
pany through change ...**

Successful Change Management is the discipline of driving business results by changing behaviors. Leaders and project teams must understand the human dynamics of change and prepare for the emotional response it can generate.

Date: May 15-17, 2012

Location: Miami University's VOA Learning Center

Offered in partnership with Change Guides LLC.

For more information go to www.changeguidesllc.com