

Coaching for Development Workshop: Leveraging the Leadership Architect® tools for Improvement

These days virtually every supervisor, manager and above has development coaching as a part of their job responsibilities...how comfortable you are with your skills and abilities with it may be another thing entirely. This course is designed to increase your understanding of and comfort with development coaching. We'll spend time going into the details of the various tools that can help you as well as give you practice via role playing exercises in class. This class is perfect for managers and supervisors who work in organizations who already use the Leadership Architect® competencies and are looking for more training on coaching, or for those individuals who may have taken the Leadership Architect® 101 course some time ago and not only could use a refresher but also get exposure to the newest tools that can help.

We will go through the ABC coaching model and what your role is at each step along the way as well as the Broadband Talent Management tools that expand your thinking about the many different kinds of improvement plans and how to create them.

Participants will learn:

Gain more experience and confidence in your ability to coach your employees for development and improvement. And learn the tools that can help you be more effective.

- Review the ABC coaching model and how it relates to development coaching.
- Update your thinking about development by your exposure to **Broadband Talent Management** and how employing it expands your options beyond the traditional development planning solutions for improvement
- Learn how to use the **Leadership Architect® Cards** and the **Leadership Architect® Research & Interpretation Placemats** to help coach employees for improvement.
- Hands-on experience in a variety of coaching situations via role playing in class with your classmates

Course details:

One-day course: Class hours are 8:30 AM – 4:30 PM

Who should participate?

This workshop is for internal managers or supervisors or anyone who has development coaching as a part of their responsibilities. This also serves as a great refresher for individuals who have taken the Leadership Architect® 101 course some time ago. You will be introduced to the processes and tools used most effectively for coaching for development. There is no course prerequisite, but you should work inside an organization that is already using the Leadership Architect® Competencies and have familiarity with them. If that is **not** the case - then the Leadership Architect® 101 course is for you.

Dress: Business Casual/casual – yes, jeans and sandals are okay (we mean it - this IS California after all!)

Meals: Coffee/tea, lunch and refreshments will be provided

Shipping:

If you have flown to this workshop and you wish to ship your materials home rather than carrying them, boxes will be available at the end of the workshop. If you have a FedEx or UPS account - be sure to bring your account number and/or printed mailing label to make that process easier.

Materials used in this course include:

- Leadership Architect® Sort Cards
- *Career Architect® Development Planner* book (4th edition)
- Career Architect® Development Placemat
- *The Leadership Machine* book
- Leadership Architect® Research & Interpretation Placemats
- *Broadband Talent Management* book and laminated reference guides
- Workshop manual

Please note that participants may not share course materials. Each participant is required to use current products in this workshop.



Talent management for today and tomorrow



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REGISTRATION FORM: 2009 Coaching for Development Workshops

Mar 26 May 20 Aug 19 Oct 22

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Name: _____ Organization: _____

Title: _____ Department: _____

Address: _____ Email: _____

_____ Phone: _____

City _____ FAX: _____

State: _____ Zip: _____ Website: _____

Registration: Early course fee of \$799.00 payable to: **The Crawford Group. Registration form and fee must be received four (4) weeks prior to course date to get discounted rate.** Individuals who register after the 4 week prior deadline date will pay the regular price of \$1000.00 for this workshop. Fees are due and payable at the time of registration. Email or fax the registration form. You may pay for your registration fee with a credit card via PayPal on our website, or mail your check to: The Crawford Group, PO Box 131284, Carlsbad, CA 92013. For business checks, please be sure to include the name of the course and participant on/with the check

Materials Fee: Approximately \$350.00 plus tax and shipping. **Once your registration and fee have been received, we will order your materials directly from Lominger International.** Materials will be shipped to The Crawford Group and brought to the course site for you. Lominger International will charge your credit card directly for the materials ordered. Please provide your credit card information.

Credit Card: ___ VISA ___ MC ___ AmEx

Account # _____

Name on the Card _____

Expiration Date: _____

Trainer: **Lisa Crawford will be the trainer for this workshop**

► Please complete this registration form and **FAX it to The Crawford Group at 253.679.5625** to hold your place in the class. Your materials will be ordered once your payment has been received.

Our Cancellation Policy: Cancellations made during the ten working days prior to the workshop will forfeit the registration fee. All cancellations must be received via fax or email. Substitutions of employees from within the same organization are welcome. Unopened materials may be returned to Lominger International **only with their approval.** They are subject to a re-stocking fee.

Once your registration process is complete and your materials ordered, you will receive a confirmation email with additional information and directions. For your convenience if you are traveling here, training sessions always take place in hotels, so, based on availability, you should be able to stay in the same location if you desire.

If you have additional questions, please call Lisa Crawford at 760.476.1552 or email her at lisa@thecrawfordgroupinc.com

We look forward to seeing you at the workshop in gorgeous San Diego!