



# Train the Coach<sup>®</sup> *Internal*

Providing coaching tools and training to executives, leaders, managers, and HR professionals to help them mentor and coach their employees to improve performance and accountability.



Pre-approved for 13 SHRM general credits

## Learn how to:

- Coach and develop your staff for greater productivity.
- Implement a formal coaching and mentoring approach to support team development.
- Use our proven coaching exercises and modules as a leadership development approach with your people.
- Equip your teams to build trust, communication, accountability, and improve results.

The  
**EMPLOYERS EDGE**

[www.TheEmployersEdge.com](http://www.TheEmployersEdge.com) or call 303/708-8160



SEE YOURSELF AS A COACH WHO EXPANDS OTHERS' CAPACITY TO PERFORM AT HIGHER LEVELS

SEE YOURSELF AS A LEADER WHO HAS IMPACT ON OTHERS' SUCCESS

SEE YOURSELF AS THE PERSON WHO MADE A POSITIVE, PIVOTAL DIFFERENCE IN SOMEONE ELSE'S LIFE

SEE YOURSELF AS A MENTOR WHO ESCALATES PEOPLES PROFESSIONAL DEVELOPMENT

*"We put our executives through EE's Train the Coach program to develop our staff. Not only did Train the Coach<sup>®</sup> save us money, but we are tracking to accomplish 880 goals from having employees in coaching."*

- Carolyn Goldsberry,  
VP of HR, Lawry's



The revolutionary Employers Edge 2-day **Train the Internal Coach**® training program will equip you and/or your managers to improve individual employee performance.

Train the Internal Coach® is available in 2 ways:

- As an on-site (at your facility) program for your managers conducted by The Employers Edge.
- As a “public” program held at The Employers Edge corporate location. Participants will be certified to coach their staff and other team members around the Employers Edge development modules.

**In addition to participating in coaching groups, participants will learn and implement:**

#### **Day One:**

- How to develop a 24/7 coaching mindset
- How to use five different approaches to coaching – The 5 Coaching Hats
- Learning and practicing coaching for problem solving and coaching for skill development
- Practicing the G.R.O.A.N model
- Understanding Your coaching strengths and weaknesses, and your coaching competencies needing development
- How to use a behavioral assessment in developing your staff
- How to create development plans for the people you are coaching
- How to build trust and respect with the people you are coaching
- Practicing your coaching sessions

#### **Day Two:**

- Good and bad questions that get results in coaching
- How to listen “backwards”
- How to question without judgment and ask questions to cause others to think, learn, grow, and take action
- Understanding the 7 Motivational Styles of your team members
- Using the 3 step formula for giving praise and positive feedback
- Improving the communication and conflict skills of your team members
- The 5 step formula to use when coaching around poor performance
- Using and practicing the 12 exercises (reproducible) such as:
  - Goal/Project Planning Worksheet
  - Stressors Worksheet
  - Pre-coaching checklist
  - High Pay-off Activity Exercise
  - Delegation Log
  - Trust and Respect Questionnaire
  - Interpretation Exercise
  - 90 Day New Employee Checklist
  - Response Tracker
  - Negative Feedback Exercise
- How to conduct a planning session for your team and help team members accomplish goals
- Helping members of your team establish priorities
- How to use the coach trouble-shooting guide
- Developing your “roll-out” coaching plan

**\$1,950** which includes workbook, reproducible exercises, coaching module and Profile XT assessment

**Space is limited to 16 participants**

ALL TRAIN THE INTERNAL COACH™ MODULE CONTENT INCLUDES:

- Self-assessment based on the module content
- Module topic reading in preparation of coaching meetings
- Tips and techniques for immediate implementation
- Case study for learning, and an action plan for accountability
- Experiential exercises for coaching and training to create new habits

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