

LEADERSHIP COACHING

A two-day program to help you strengthen your employees and your organization

Whether you manage entry-level employees or executives, this program will help you build the competencies to coach effectively, build employee skills, address shortcomings and develop leaders.

In this intensely focused program, you'll learn best practices for coaching, observe a variety of coaching styles and techniques and gain firsthand experience with the coaching process.

This program uses a combination of presentation and exercises including coaching demonstrations, guest speakers and mock role-play to truly understand the coaching model and process itself. Come prepared to learn how you can strengthen your employees and your organization.

The Bottom Line Value to You and Your Organization

You'll learn ideas and techniques you can apply right away, including:

- Methods to enhance your leadership capabilities through effective coaching
- How to use coaching to develop, attract and retain talented employees
- Understand how to identify employees' key needs, set goals for their development, establish action plans and provide ongoing assessment
- Ways to positively motivate employees in ways that improve individual and team performance

"This course is very practical and gives you excellent tools for managing people and having effective relationships."

"This course will provide you with practical tools to help colleagues grow professionally, improve underperformance and encourage them to higher levels of achievement. You'll make surprising improvements in your organization."

Your Instructor*

Mark Cannon, PhD

Associate Professor of Leadership and Organizations
Vanderbilt University



Professor Cannon is a seasoned executive coach and is an expert in teaching skills for executive coaching, delivering feedback and handling difficult conversations. He

earned a PhD in Organizational Behavior from Harvard Business School, has published books and articles on these topics and taught in George Washington University's Coaching Certification Program. He has coached or consulted with Courage Capital Management, Vanderbilt University Medical School, Women's World Banking, DCI, Monitor Company, Marriott Corporation, Little Planet Learning and the U.S. Department of State.

*Program content and faculty subject to change; check website for details.



Leadership Coaching – Sample Program Schedule*

| | Day 1 | Day 2 |
|----|---|--|
| AM | <ul style="list-style-type: none"> • Introduction: Effective Coaching Skills • Building a Developmental Relationship | <ul style="list-style-type: none"> • Establishing Expectations and Commitment • Motivating Change and Development |
| PM | <ul style="list-style-type: none"> • Professional Coach: Demonstration and Simulation • Roles of Assessment, Goal Setting and Action Plans • Giving Actionable Feedback • Ongoing Support, Follow-up and Accountability | <ul style="list-style-type: none"> • Professional Coach: Demonstration and Simulation • Reframing to Facilitate • Coaching to Attract & Retain Talent |

Classes typically run from 8:30 AM to 4:30 PM (Central). Breaks are scheduled in AM, PM and for lunch. Schedule is subject to change.

Who Should Attend

- C-Suite executives
- Managers of all levels
- Human Resource professionals
- Consultants
- Organizational Development practitioners

Cost

\$2,410

Cost includes tuition, instructional materials, continental breakfast and lunch (all days).

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About Vanderbilt Executive Education

Vanderbilt Executive Education at the Owen Graduate School of Management offers proven and practical programs to help individuals and organizations refresh, engage and strengthen management expertise. Short Programs for individuals are short, highly focused programs in areas of Leadership, Management and Strategy. Custom Programs for organizations are custom-built and are uniquely tailored to help each client tackle a specific organizational need or to achieve its developmental goals for established and emerging leaders.

Conveniently located near downtown Nashville, Vanderbilt Owen Graduate School of Management is ranked as a top institution by *BusinessWeek*, the *Wall Street Journal*, *U.S. News & World Report*, *Financial Times* and *Forbes*.

Visit our website for more information regarding programs and schedules, faculty biographies, online registration and maps and directions.



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