

Coach to Change Behaviour for HR Professionals

Often what makes leaders successful in some situations will be the approach that derails them in others. **Every strength we possess has a corresponding 'liability'**. For individuals to be successful, we need to help them build a toolkit of behaviours that allows them to adapt to a variety of leadership situations. And yet, most of us struggle with how to provide behavioural based feedback. In this group coaching series, you will work with a group of peers to **strengthen your own behavioural coaching skills using a proven framework for success**.

Process Overview

Participate in 2 x half day group coaching sessions scheduled over the course of a month. Independent 'on the job' learning activities and peer coaching will support your experience over the duration of the process. Plus, you'll receive 30 minutes of follow-up coaching to help you advance your own plan.

Program Features

Pre-Session

- Complete online Leadership Effectiveness Analysis
- Review Pre-Session Materials and Survey

Session One

- Make the connection between business strategy and behaviour
- Identify your own Big Bang for Your Buck Behaviour (B⁴)™

Practical Application

- Complete application exercises and a peer coaching activity

Session Two

- Learn four steps to change behaviour using the CECI model™
- Explore strategies for accountability and follow through
- Exchange relevant ideas and strategies with peers

Post-Session

- 30 minute 1:1 coaching session

Participants can expect to:

- ✓ Learn how to clearly articulate behavioural expectations for any role
- ✓ Create action plans that produce results
- ✓ Understand the critical success factors to support behavioural change
- ✓ Design accountability structures to make change stick



About The Roundtable

The Roundtable is where leaders cultivate their leadership, together. Our award-winning group coaching programs deliver the measurable and sustainable results that matter most to your people... and to your business.

Visit our website to get to know us.
www.goroundtable.com

Contact

For information on this program or to register for an upcoming session, contact:

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Cost:

\$1,500 plus HST per person
Open to:

- HR Professionals
- Internal Coaches
- Senior Leaders

This series can also be brought on site to your organization.

Contact us for details.