

## Positive Change: Leader as Coach

2-Day Workshop in Coaching Skills for Executives, Leaders, Managers, Supervisors, Salespeople  
And anyone wanting to use more coaching skills in their positions

### As a leader, would you like to:

- Increase your company's competitive edge?
- Coach others to higher levels of performance?
- Develop your leadership skills to maximize employee engagement?
- Create a collaborative environment where others are inspired and committed to work as partners to achieve common goals?
- Engage in performance conversations that are more constructive and productive?
- Transition from doing it yourself to a culture of company-wide leadership?
- Examine your own approach to management and see if there is a better way to get business results?

Adler's Positive Change Program for Leaders and Managers is recognized worldwide as a program that increases an organization's competitive edge by developing a culture of company-wide leadership that engages minds, facilitates constructive conversations and optimizes collaboration. This is the program for which Scotiabank Commercial Banking was awarded the International Coach Federation's prestigious PRISM Award, recognizing outstanding organizational results through coaching. The Positive Change: Leader as Coach program has been delivered to over 2000 leaders in the US, Canada, Sweden, Norway, Denmark, Puerto Rico, Turkey and Brazil, and has been translated into six languages.

**Better relationships → better conversations → better results.**

Developing a culture of leadership that engages minds,  
facilitates constructive conversations and optimizes collaboration.

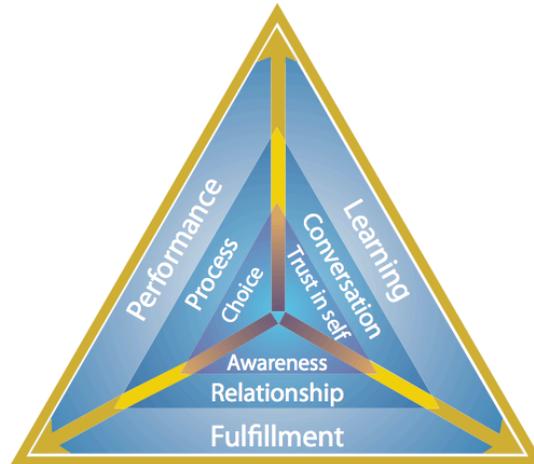
### Learning Approach

- Grounded in the proven theoretical and practical application of how mindset influences behaviors, relationships and choices, derived from Adlerian principles of performance psychology.
- Balanced between conceptual and experiential learning modes.
- Highly interactive and experiential with emphasis on coaching practice and practical application of principles.
- Incorporates specific coaching skills and behaviors that support varied applications such as:
  - Coaching for learning and skill development
  - Coaching to improve performance
  - Coaching employees through challenging work situations/relationships
  - Coaching for career direction and development

## Course Format

- A two day program – training in coaching skills for leaders and managers.
- Three one-hour, follow-up reinforcement tele-labs to support and sustain the learning.
- Program can be customized for on-site deliveries.

### OUR COACHING MODEL



## Benefits

- Develops techniques to identify what is important to others in order to boost motivation and commitment to action.
- Increases ability to influence and create a culture of collaboration.
- Provides tools to overcome resistance to change.
- A powerful integrated learning experience that provides Leaders and Managers with the means to build **stronger relationships** and have **more constructive conversations** with their teams and each other. This, in turn, is the catalyst for **better business results**.

Note: The International Coach Federation (ICF) has approved the Positive Change: Leader as Coach Program for Continuing Coaching Education Units (CCEUs). Participants who attend the two-day program, including the follow up tele-lab reinforcement program, will be granted 16 CCEUs, which can be used towards their ICF credential.



Margie S. Heiler, MS, MCC, CEC  
Executive and Leadership Coach

75 Marsden Heights Road  
Linden, VA 22642-5659

540.635.4843  
margie@roadtoresilience.com