

Organizational Solutions

BEING COACH-LIKE IN EVERYDAY CONVERSATION



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The voice of our customers...

“Utilizing the tools I received transformed my own reactivity into a collaborative way of communicating.”

“Our team meetings have moved from apathetic to inspirational and we are hitting company goals consistently.”

“I’ve moved from assumptions to acquiring clarity in communication with employees and improved engagement and effectiveness overall.”

Course Flow:

You can choose to create one all day course, or split this 8 contact learning hours into 2 half day courses. Both are available either on-site workshop format or full live video (Zoom) delivery for groups from 9 to 24 participants.

Post workshop tools and practice processes are available for immediate application of learning on the job, suitable for any level of manager or leader.

Course Tuition: \$5,175 for 9 participants

CCE Units: 8 Core Competency

Are you wondering about how to make a meaningful improvement with employee engagement that sustains each year and builds a happy climate for your team? If you are like most leaders the answer is ‘yes’ and finding a way to do so that is fun, interactive, tailored to your culture and immediately applicable is what you get from inviteCHANGE.

inviteCHANGE has continuously delivered leader development curriculum based upon the ICF core coaching competencies for twenty years. What our customers notice when receiving professional coaching for individuals and teams is that the skills are highly transferable to every level of employee. Building these skills improves team climate, morale and as a result creativity soars.

Effective engagement occurs when we know and choose to build strong social relationships that are also relevant and clearly aligned with how we define success in the workplace. Leaders who exercise curiosity and effective listening discover untapped potential and open up opportunities for employees to stretch into greater contribution.

When a leader transforms a telling orientation to an asking orientation more team members contribute. Team members achieve the important intrinsic desire to belong and contribute unique competence and passion at work.



Program Learning Outcomes

- Understand and begin to apply the cornerstone guiding principle for Generative Coaching as a lifestyle mindset to improve relating: perceive and accept each person as whole, resourceful, capable and creative.
- Create awareness and confidence to apply the cornerstone guiding principle in everyday conversation.
- Build skills and practice a 4-step conversation model immediately: Pause, Be Present, Perceive and Pose Questions.
- Gain insight about the positive impact of the professional coaching skill set and mindset upon managing and then leading self and others.
- Increase clarity about motivation and the factors that increase this personally and professionally.
- Acquire macro level knowledge of the International Coach Federation and the body of knowledge that underpins the professional practice of coaching.

Program Elements

- 8 hours of live, highly interactive learning delivered by practicing, ICF Credentialed practitioners who also have backgrounds as managers and leaders inside of organizations.
- Curriculum modules are specifically sequenced to match best practices for experiential, adult development. Extensive practice, reflection and feedback processes are woven throughout the experience of micro-skill building or immediate application.
- All course materials are available in hard and soft copy, housed in a password protected on line dashboard, accessible 24x7.
- Peer practice circles and post workshop tools and tip sheets supplement live on site delivery in order to accelerate application of learning and use of coaching skills in a supervisory and leadership capacity.



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