



Coaching For Results

Coachable moments are happening everyday, in every area of your organization. Do you believe your leaders are taking full advantage of these moments? Coaching has the potential to drive employee engagement, collaboration, and trust, and allows you to communicate where your employees are currently performing, what the standard needs to be, and the opportunity to consistently raise it. Effective coaching allows you to consistently improve the performance and productivity of individuals.

While you may have a formal feedback strategy in place, such as regular reviews, leaders are involved in the everyday lives of employees and that is where there are opportunities to provide authentic and actionable feedback. In Eagle's Flight's one-day coaching course, *Outcome Based Leadership™*, your leaders will understand their role as coaches, the importance of their own actions to drive desired behaviors, and how to deliver practical feedback. They will leave with the skills and tools to maximize their effectiveness as coaches who drive performance and productivity of their teams.

THE OUTCOME

Leaders will return to work with the ability, tools, and confidence to:

- Recognize their role in modeling desired behaviors and actions
- Apply one-on-one coaching techniques to maximize individual performance
- Use coaching to drive accountability from individuals and teams to deliver the desired outcomes
- Deliver authentic feedback in everyday coachable moments, not just during scheduled reviews

THE DETAILS



1-day
program



6 - 36
participants



Ideal for mid-level
and senior leaders



Customization and
delivery options
available



Post-course
reinforcement
available

THIS ISN'T YOUR ORDINARY LEARNING EXPERIENCE

An Eagle's Flight experiential learning program is unlike anything you or your participants have seen before – it's not another lecture, case study, or role-play. Through interactive, experiential-based learning your participants will not only learn new skills and knowledge, but get the chance to put that learning into action and practice them as they apply to their life on the job. We frequently use our "40, 40, 20" formula when delivering training. This translates to 40 percent of the time spent on conviction and knowledge transfer, 40 percent on practice with that knowledge, and then 20 percent on how to apply the learning back on the job. This all comes together to produce a change in behaviors that deliver expected results.

Why do we do this? We take this approach to training because by personally experiencing the results that come from applying their existing behaviors in the experiential portion of training, participants see the link between their performance in the experience and the changes they need to make to maximize performance at work. A powerful debrief reinforces the lessons learned in the experience and shows how to apply those lessons back on the job. New competencies are developed, learnings are retained, and individuals are more likely and better able to enthusiastically apply their new knowledge to improve their day-to-day performance.



"The use of your experiences to build understanding and conviction is an Eagle's Flight trademark; and one which, in my opinion, is a true differentiator that sets you apart from all others in your field."

Marc Caira, Vice Chair, Restaurant Brands International



Left with questions? Wondering what a partnership could look like? Give us a shout!

Toll-Free North America: 1-800-567-8079 • International: +1-519-767-1747 • www.eaglesflight.com
Asia Pacific: +65-6805-0668 • Europe: +44 (0) 1753-533010 • South America: +55-11-3050-2210