

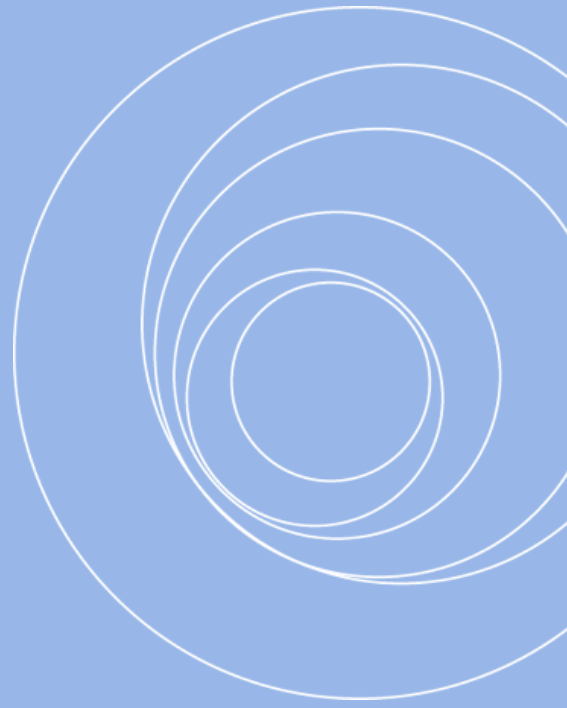


leadership
design
studio

THE COACHING LEADER

Build skills and create a coaching culture

WHO IS THE COACHING LEADER FOR?



BEST FOR

Individuals in leadership roles who want to increase their effectiveness

FORMAT

In person

DURATION

8 hours over one day

CLASS SIZE

From 6 to 24

FACILITATOR TO PARTICIPANT

Ratio of 1:12



BRING OUT THE BEST IN PEOPLE BY DEVELOPING YOUR COACHING SKILLS & CREATING A COACHING CULTURE

The Coaching Leader program is built from the success of our My Conscious Leadership senior executive program, where coaching capability consistently emerged as a defining leadership skill for sustainable performance, engagement, and succession.

As leaders, we have hundreds of conversations each year that directly shape outcomes, relationships, and culture. The Coaching Leader program equips leaders to maximize the value of those conversations by developing practical coaching skills that can be applied immediately

This one-day, immersive program develops leaders' ability to coach rather than direct: strengthening trust, autonomy, and accountability, resulting in driven, productive, and high-performing teams. This investment directly supports sustainable profit, greater agility, and a capacity to successfully reach an organization's objectives in complex and changing environments.

A PRACTICAL FRAMEWORK FOR REAL LEADERSHIP CONVERSATIONS

The Coaching Leader program teaches coaching skills through a proven, structured, industry-recognized approach grounded in Leadership Design Studio's Coaching Leader Framework™ ©. This framework will provide leaders with both the mindset and the process required to create consistent, high-quality coaching conversations.

The Coaching Leader Framework™ ©

Leaders learn how to coach through five core practices that guide how they show up in conversations:

- **Connect** – Establish a safe, respectful space where people feel seen, heard, and valued
- **Observe** – Listen beyond words; notice tone, emotion, and behaviour while suspending judgment
- **Ask** – Use powerful, open-ended questions to encourage reflection, ownership, and insight
- **Challenge** – Offer observations and invite new perspectives while balancing support and stretch
- **Holding** – Resist the impulse to solve or direct; create space for others to think, learn, and act

These practices help leaders shift from giving answers to developing thinking; creating self-reliance and accountability in others.

The GROW Coaching Model

To support structure and clarity in coaching conversations, leaders are trained to apply the GROW model:

- **Goal** – Clarify what the person wants to achieve in the conversation
- **Reality** – Explore the current situation with facts, awareness, and perspective
- **Options** – Expand thinking and identify possible paths forward
- **Will** – Commit to clear actions and accountability

Used together, the Coaching Leader Framework™ © and GROW model provide leaders with a practical method for accelerating learning, development, and performance, while ensuring coaching conversations lead to action. Over time, this shared approach establishes consistent coaching behaviours that reinforce a strong, sustainable coaching culture across teams and the organization.



**Create
autonomous
problem solvers**



**Accelerate
growth & drive
business results**



**Retain
engaged
employees**



**Develop
competent, capable
unified teams**



WHAT PARTICIPANTS LEARN IN OUR THE COACHING LEADER PROGRAM:

As a result of participating in The Coaching Leader program, participants will be able to:

- Practical leadership skills to achieve goals, drive performance, create greater Develop skills to accelerate the learning and development of their team
- Integrate coaching skills into everyday leadership conversations to increase effectiveness and impact
- Apply The Coaching Leader Framework™ ©: Connect, Observe, Ask, Challenge, and Holding, to guide high-value coaching conversations
- Use the GROW coaching model to create clarity, establish agreements, and initiate action
- Strengthen communication skills that build self-reliance, ownership, and accountability in others
- Establish an environment of trust, commitment, and autonomy across their teams
- Discover and develop the potential of others, identifying and preparing future leaders through coaching

WHY CHOOSE OUR THE COACHING LEADER PROGRAM?

The Coaching Leader program helps leaders develop the essential human skills required to coach effectively in today's organizations.

Leaders perform best when they are equipped with practical tools, structured processes, and opportunities to practice in a safe, application-focused environment. This program was developed by credentialed coaches with extensive real-world leadership experience and refined through Leadership Design Studio's work with senior executives.

The result is a proven approach that increases productivity, strengthens relationships, and supports the development of capable, confident future leaders, driving the successful execution of organizational objectives.

A COACHING LEADER DOESN'T CREATE FOLLOWERS. THEY CREATE THE CONDITIONS FOR OTHERS TO THINK, LEARN, AND LEAD.

THE BENEFITS OF BUILDING A COACHING CULTURE

80%

report increased self-confidence

OVER 70%

benefit from improved work performance and communication skills

86%

of companies report recouping the investment in a coaching program

PROGRAM APPROACH



Organizations that effectively prepare leaders to coach are 130% more likely to realize stronger results.

This one day workshop teaches coaching skills for leaders using a practical training method designed to give leaders the mindset, essential skills, and structured process they need to accelerate development and bring out the best in their people.



This program environment is an open and safe place for sharing and exploring ideas and insights. To maximize learning and retention, a variety of learning modules as well as accelerated learning activities have been incorporated into this program.

The program is designed to:

- Empower leaders to identify the most helpful coaching style for the situation and how to put it to work in your organization.
- Provide highly individualized, feedback-rich development that includes intense, personalized coaching
- Utilize an interactive, hands-on format using experiential learning to prepare participants to take action



PROGRAM AGENDA

PREPARE

In the weeks before attending the program, participants will work to prepare for an intensive experience which sets the foundation for stronger, more effective communication. They will spend some time reflecting on the current leadership challenges they are facing, and identify specific, real-life dilemmas at work that they would like to be coached on.

PRACTICE

The one day workshop environment is an open and safe place for sharing and exploring ideas and insights. The program design is comprised of information, including some theoretical content and models, and interactive exercises with a workbook to facilitate each participants' learning.

Morning	Afternoon
<ul style="list-style-type: none">• Becoming a Coaching Leader• The Coaching Leader Framework™ ©• Open and Closed Questions• Active Listening	<ul style="list-style-type: none">• The GROW Model• Coaching Using GROW• Coaching practice and plan• Reflections

PERFORM

Participants return with one-on-one coaching frameworks and tools they can integrate into their daily work. As a result of the program, they have newly enhanced skills of influencing, giving and receiving feedback, communicating, and facilitating effective performance and developmental conversations.



about leadership design studio

At the leadership design studio, we design human-centred experiences that change the way people connect with others.

We draw from years of experience, insight and research to unleash the potential of leaders across all industries. As a result they get the most from their people, deliver exceptional results and create sustainable growth for their organization.



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PIQUED YOUR INTEREST? WE'D LOVE TO HEAR FROM YOU.

We are located in Canada and service the world

www.ldstudio.org

LinkedIn: leadership design studio

phone: 1-905-577-2246

phone: 1-289-983-1666

email: info@ldstudio.org

