



# COACHING FOR GREAT WORK

## TYPICAL COACH TRAINING ISN'T WORKING

Your managers and leaders want to coach more – but they're overwhelmed. Too many strategic priorities, too much email, too many meetings, rising expectations and the complications of getting a team to be more than the sum of its parts.

Under stress like this, old management habits die hard.

Bottom line? "Do more coaching" is easy in theory and difficult in practice for the time-stretched manager. A recent study found that, even with managers trained in coaching skills, less than 25% of people receiving coaching said it was having a significant impact on either performance or satisfaction.

Those are shocking statistics. And unlike every other coach program for managers we've seen, Coaching for Great Work was built from scratch to tackle head-on the barriers that stop managers coaching more.

## A NEW APPROACH THAT WORKS

This program is a simple, practical approach for the time-crunched manager. It solves the challenge of why coaching in organizations isn't working as well as it should. This comprehensive coaching program gives managers, executives and leaders the skills and capacity to provide focused, results-based coaching in ten minutes or less. It builds focus, expands possibilities and creates accountability, all to help drive engagement and increase employee impact.

It's rooted in real-world managerial challenges and tied to strategic objectives, so it has context and relevance. The coaching skills program hones in on simple everyday processes. Your leaders will discover three key coaching moments that are doable by all managers, not just those who are more people-oriented. And our coaching skills program understands that all managers are too busy, and shows how they can coach in ten minutes or less.

At the end of the program, managers, executives and leaders are able to use coaching skills to:

- Focus themselves and their team on the stuff that really matters.
- Get (and keep) people excited, motivated and engaged.
- Have the difficult conversations they've been avoiding.
- Create bigger thinking and fresh ideas.
- Manage the overwhelm.
- Develop a more self-sufficient team.

## COACHING SKILLS THAT STICK

You know that the 'flash flood' of training rarely creates behaviour change. As well as the innovative program materials (specifically designed to avoid the fate of 'filed & forgotten'), managers get comprehensive 120-day postprogram support to provide 'drip irrigation' after the workshop. It includes a 18-week e-course, a facilitated group conference call, and the GRAFT Accountability System to ensure the coaching skills stick. Give your time-crunched managers and leaders a practical next-day ready coaching tool!

## SELECTED CLIENTS



## COACHING FOR GREAT WORK

### LOGISTICS

- 120 day program that begins with a one-day session
- Available for between 12 and 20 participants.
- Best fit for mid- and senior-management
- Delivered by the Box of Crayons faculty

"This program was brought in to give our key managers across the country the coaching skills needed to sustain the cultural and behavioural change we needed. It's the simplicity and immediate applicability of the material that is very refreshing. I'm delighted with the impact the program has had on our people and what they're doing as a result (and frankly, I'm not easily delighted)."

**Jim Campbell, Senior Manager,  
Learning and Development,  
Hudson's Bay Company**

### CURIOUS?

Contact us now to book a complimentary strategy session to see how this program can help support your business goals

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