

CREATING A CULTURE
WHERE EMPLOYEES ARE
VALUED, RESPECTED,
AND INVESTED IN
IMPROVES
COLLABORATION,
PERFORMANCE,
PRODUCTIVITY, AND
EMPLOYEE
SATISFACTION



Did you know leaders who adopt a leadership coaching style deliver better business results?

According to the Gallup Organization, 48% of employees are actively job searching and looking for opportunities. Research shows that 70% of employees will quit an organization when leaders don't prioritize their development. One in two employees has left a job to get away from a poor manager. With the Great Resignation, long-term organizational success becomes problematic when employees are disengaged and seeking better opportunities.

Many managers don't believe they can be a coach or are aware that coaching is a leadership style. Coaching employees is a competency that can be learned and developed over time with a significant return on investment.

Teaching leaders how and when to adopt a coaching style in the workplace has many benefits, such as freeing up more time to focus on organizational priorities. Coaching also unleashes employee potential and drives greater intrinsic staff motivation to be more effective, ultimately developing an effective, creative workforce and making routine daily decisions without prompting or micromanaging.

AN INVESTMENT IN YOUR EMPLOYEES:



Increases
Performance



Retains
Talent



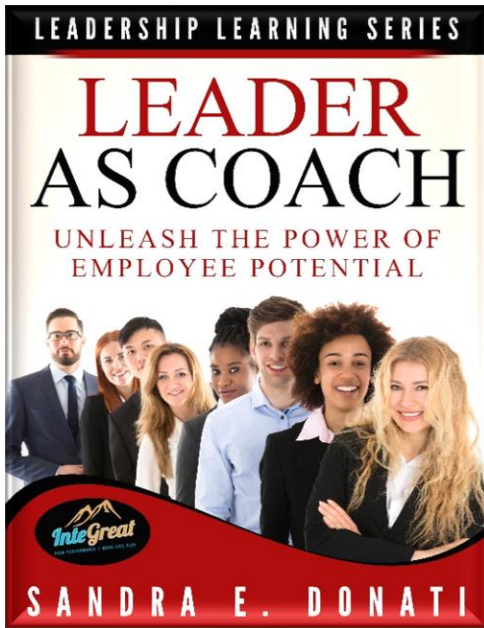
Drives Creativity
& Innovation



Creates better
Collaboration



Workshop Handbook



WHO SHOULD ATTEND?

Managers
Supervisors
Team Leaders



My **Leader as Coach Workshop** will teach participants the importance of adopting a coaching leadership style at work and why coaching employees unleash their potential and drive exceptional business results.

Implement my Leader as Coach workshop today. I have designed engaging participant materials, discussions, and learning activities that teach participants the following key concepts:

- Identify what coaching is and is not.
- Identify the benefits and applications of a coaching-oriented leadership style.
- Recognize the skills and characteristics of an effective coach.
- Apply a structured approach to coaching.
- Set up an action plan to develop coaching skills.

After the workshop, participants will have a clearer understanding of why a coaching leadership style inspires employees; helps them to feel respected, valued, and invested in making meaningful contributions at work.

READY TO GET STARTED?

Here's how to implement a successful communication initiative workshop in three easy steps:

1. Decide – I'll help you decide who gets the training and why.
2. Prepare – I will customize your workshop to exceed your expectations.
3. Deliver – I will deliver the training in a fun and engaging way that will help make the learning stick.

Sandra Donati, EdS, is a faculty member at American University's School of Public Affairs where she teaches graduate level courses in public management and policy. Sandra is the President, InteGreat Peak Performance. Work. Life. Play. LLC, specializing in organizational leadership development, employee engagement, change management, consulting and coaching with over 700 coaching hours. Prior to her retirement in 2018, Sandra was the Provost, Leadership Academy at the Pentagon Force Protection Agency (PFPA) responsible for the design and launch of the leadership academy in 2014. Her work at PFPA focused on leading change in a complex environment and teaching all levels of PFPA leaders from her Aspiring Leader Program, Leadership in Police Organizations Program, and executive level development program where she taught and graduated over 200 students.

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