



TOOLS AND TECHNIQUES FOR THE FIVE MOST COMMON COACHING SITUATIONS

with Bill Hawkins

\$425 (US) per person

VIRTUAL SESSION (3-HOUR)

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The two areas in which coaching has the most dramatic impact at work are: (1) coaching to engage and develop the high potential people on your team (2) coaching to influence your boss to increase your personal credibility and effectiveness. Coaching High Potentials: In morning session participants will learn how to connect developmental experiences to needs and position twelve challenges required to develop and engage the high potentials for current and future success. We'll analyze a method to determine how (and with who) managers should spend their coaching time to maximize effectiveness and learn motivational techniques to engage every member of the team. Coaching Up: In the afternoon we'll examine coaching from a perspective of influencing or "coaching up" in the organization. Participants will build skills in managing their role in the chain of command. We'll examine how to prepare for resistance, practice a technique for presenting alternatives to senior management that will guarantee serious consideration, and analyze what to consider before going over the boss's head.

BILL HAWKINS

Mr. Bill Hawkins is an expert in leadership effectiveness. In association with Marshall Goldsmith Partners he has worked with over twenty Fortune 500 companies in seventeen countries. Mr. Hawkins began his career working for a division of Johnson & Johnson in sales, marketing, and product management positions. He then joined Boston Scientific Corporation as Director and then Vice President of Sales and Marketing. For the last fifteen years Mr. Hawkins has worked with organizations to identify and develop high potential leaders. During this time he has designed and facilitated leadership-training workshops with leading organizations on five continents. He also coaches leaders individually to increase personal effectiveness. With his blend of consulting and management experience, Bill brings a breadth of understanding and insight to "real world" situations. Aside from his work with major corporations, Mr. Hawkins has donated his services to the International Red Cross / Red Crescent, the New York Association for New Americans, and the Girl Scouts of the USA. He holds a BS from Drake University, and an MBA from Indiana University. He is member of the Learning Network, the Peter Drucker Foundation "Thought Leaders Forum", and is listed in Who's Who in International Business. Mr. Hawkins is a contributing author in the Peter Drucker Foundation book *The Organization of the Future*, (Jossey-Bass, 1997). He is also a contributing author in *Coaching for Leadership* (Jossey-Bass, 2003), *Change Champions Fieldguide* (Best Practice Publications, 2008), and *What Got You Here Won't Get You There In Sales* (McGraw Hill, 2011).

TOPICS COVERED

ASSESSING THE PEOPLE AND THE SITUATION

SOURCES OF INITIAL SUCCESS

WHERE DO YOU SPEND YOUR TIME

EARNING THE RIGHT TO BE THEIR COACH

WHAT YOUR PEOPLE WANT FROM THE BOSS

SIX CHARACTERISTICS OF A COACH THEY WOULD WILLINGLY FOLLOW

DEVELOPING HIGH POTENTIALS

FIVE CATEGORIES OF DEVELOPMENT EXPERIENCES

CHALLENGES NEEDED FOR DEVELOPMENT TO TAKE PLACE

COACHING TO MOTIVATE

TWO PRIMARY NEEDS THAT MUST BE MET TO MOTIVATE

A BLIND SIDE FOR MOST COACHES

ADDING VALUE IN YOUR ROLE IN THE CHAIN OF COMMAND

SUPPORTING MANAGEMENT DECISIONS

CHALLENGING THE BOSS

COACHING YOUR BOSS

EFFECTIVELY PRESENTING ALTERNATIVES

INFLUENCING DECISIONS

FOR REGISTRATION PLEASE CONTACT: - IMS Regional Director -
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