



## Effective Coaching Techniques for Busy Managers

### Session Details

Faculty: Dr. Tim Ursiny

Date: Wednesday, March 13, 2019

Location: 3 West Club  
3 West 51st Street, New York, NY 10019

Sign In: 8:30 AM

Phone: 212-582-5454

Session: 9:00 AM - 4:00 PM

### Session Description

In this highly interactive program participants will: (1) Learn how to create ownership and urgency from those they lead; (2) practice specific coaching skills and tools to bring out the best in others; (3) learn keys and a format to managing their coaching time; (4) explore a 12-minute coaching model that creates positive accountability and results; (5) coach each other on real issues that impact their business; (6) work with specific tools to help blocked or stuck employees; and (7) learn how to coach different personalities on their team.

### Biography

Dr. Tim Ursiny, founder of Advantage Coaching & Training Inc., is a speaker and certified business coach specializing in helping individuals reach peak performance and life satisfaction. His areas of expertise include communication skills, team building, confidence, coaching skills and dealing with change. He has written or co-written 13 books including The Cowards Guide to Conflict which is in its fourth printing. Dr. Tim is a frequent speaker on a variety of topics that benefit individuals in the workplace and personal life. He has spoken for firms such as Wells Fargo Advisors, Raymond James, Morgan Stanley Wealth Management, UBS, LPL, and Invesco. Tim has been interviewed and appeared in The Bottom Line, The Chicago Tribune, People Magazine, Readers Digest, First for Women and other periodicals. He has also appeared on CNN radio news, VH-1 News, and Total Living.

### Guide to Participant Selection

Department	Admin	Distrub	Engr	Finc	H.R.	Legal	Mktng	IT	Or	Plng	Pchsg	R&D	Sales
<b>Senior Executive</b> (Pres. Exec & Sr VP)	3	3	3	3	3	3	3	3	3	3	3	3	3
<b>Executive</b> (VP & Gen'l Mgr)	2	2	2	2	2	2	2	2	2	2	2	2	2
<b>Senior Managers</b> (Div & Reg. Mgrs)	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Middle Managers</b> & Superintendents	1	1	1	1	1	1	1	1	1	1	1	1	1

### Time Allocation - Topics

#### 40% What is Coaching?

- The Definition of Corporate Coaching
- Core Beliefs about Corporate Coaching
- A Specific 5-Step Model for the Coaching Conversation
- Differences between Coaching, Managing, and Mentoring
- How to Structure Formal Coaching

#### 40% Key Coaching Skills

- Goal-Setting and Powerful Questions
- Creating a Culture of Positive Accountability
- Listening Beyond Words
- Power of /Intuition
- Self-Management
- Metacommunication and Dealing with Tough Coaching Conversations

#### 20% Coaching Different Styles of People

### Focus

#### Primary - Leadership Development

Adaptability, Communication, Developmental Perspective, Empathy, Interpersonal Relations, Judgment, Motivation

#### Secondary - Planning/Organizing

Decision Making, Use of Authority, Delegation, Direction, Coordination, Guidance, Discipline, Follow Up

#### Tertiary - Executing/Controlling/Evaluating

Problem Identification, Analysis, Evaluating Alternative Solutions, Developing Specific Plans, Generate and Obtain Plan Support

### Level

Introductory Intermediate Advanced

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