

# LEAD LIKE A

# Coach

THE EVOLUTION OF LEADERSHIP



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# LEADERSHIP *Redefined*

The expectations of people leaders are more complex and time consuming than ever.

Stretched to meet organizational targets while effectively managing diverse, multigenerational, hybrid teams with increasing demands that impact effectiveness, productivity, and engagement.

Command-and-control styles of leadership are no longer effective or viable and yet for some new and aspiring leaders, this reactive approach results in problem-solving, telling, and time consuming step-by-step direction before the “I’ll just do it myself” mentality takes over.

**Lead like a Coach** introduces two popular coaching models to help leaders create a culture where teams feel supported, empowered, and motivated by new levels of autonomy, trust, and innovation to reach goals.

# HOW IT CAN HELP

This responsive approach allows leaders to seamlessly incorporate coaching into their existing leadership style, understand why and how to do it, while developing and equipping the next generation of leaders.



## LEAD LIKE A *Coach*

Emphasizes the value and importance of delegation, effective communication, and partnering to enable teams to innovate, think critically, and practice autonomy.

### **The result?**

Leaders have the time, energy and mental space to stay "out of the weeds" and focus on the larger vision.

# LEAD LIKE A COACH

## The Evolution of Leadership

### Target Audience

- Experienced Managers & Supervisors
- New & Aspiring people leaders

### Outline

The **Lead Like a Coach** workshop teaches leaders practical & effective coaching strategies designed to promote a culture of trust, improve performance, and develop talent.

This dramatic and fundamental shift in leadership has the potential to tap into new energy, innovation, and the autonomy of employees so they can reach their full potential. The aim of this workshop is to help people leaders integrate a "coach approach" into their existing leadership style and processes.

### Delivery Method & Format

- 3 hours, virtual via Zoom
- Lecture, small & large group discussion, experiential exercises, and Q & A

### Outcomes

After the session, participants will be able to:

- Describe the core values, skills, and behaviours of a strong people leader and how they influence a successful team
- Identify the common misconceptions, beliefs, and challenges of coaching in leadership
- Define what coaching is, why it works, and the compelling why leaders must shift to a "coach approach" in today's workplace
- Differentiate coaching from 'training', 'mentoring', 'telling', and 'managing' teams and why it matters
- Discover how effective coaching saves time, stress, and energy when utilized effectively
- Practice using a structured approach to coaching using two proven methodologies: The Coaching Habit and GROW Model (Goal, Reality, Options, Wrap Up)
- Create a personalized action plan to develop their coaching skills as leaders with an emphasis on practice, feedback, and accountability

# LEAD LIKE A COACH MASTERCLASS

*Timeline: Approximately 4 weeks between each component*

## Target Audience

- Experienced Managers & Supervisors
- New & Aspiring leaders

## Delivery Method

This program pairs experiential learning with immediate on-the-job application to enable participants to both experience and practice new skills. Through the use of small and large group discussion, exercises, and post session reflection, participants will deepen their learning while applying core coaching skills. By extending the learning over 4-6 months, this program moves from a “learning event” to a masterclass in leading like a coach.

## Workshops, Coaching Calls & Coaching Support

### Foundational Workshop

- 3 hours, virtual via Zoom
- Limited to 12 participants for maximum value

### Integration Coaching Calls 2-4

- 60 minutes Live via Zoom
- Coaching concepts review
- Real-life practice and feedback from facilitator and group
- Facilitated discussion of insights, learning, and challenges between sessions
- Q & A

### Completion Coaching Call

- Same format as calls 2-4, plus
- Facilitated discussion, and development of personalized action plan to utilize learning beyond the program

### Growth Work

Between coaching calls, participants are encouraged to coach someone once per week. Following the coaching conversation, keep a journal of what went well (Strengths), challenges (Growth), opportunities, and next steps to deepen their learning and practice new skills.



WHEN LEADERS *thrive*, TEAMS *thrive*.  
WHEN *teams* THRIVE, *organizations* THRIVE.



**Susan Crawford, MSW, PCC**

Susan is a trained and practicing leadership coach as well as learning and development professional who has worked in public, private, and academic institutions throughout her 20+ year career. She is a Professional Certified Coach (PCC), holds a Master of Social Work, a certificate in adult education and is a Certified Emotional Intelligence (EQ-i 2.0) assessor.

**\*Now scheduling sessions for 2023\***