

Proposal for XXXX Team Developing a Coaching Culture



➤ Opportunity

- Enhance XXXX's team's skills to facilitate a coach approach to leading teams and individuals
- Capture 20-35% improvement/effectiveness by applying emotional intelligence principles to the team, individuals, and constituents
- Improve individual leadership skills, hiring abilities and talent management

➤ Solutions

- Begin coaching learning community process for selected team members
 - Facilitate monthly learning communities on leadership, coaching, questioning and emotional intelligence skills
 - Train and apply coaching skills and deepen emotional intelligence
 - Enhance peer-to-peer, leader-to-team member, and team-member to manager relational skills
- Apply learning to individual relationships among peers, teams, and manager
 - Coach team to ask questions that lead to self-discovery and facilitate decision making: elevating interactions from parent-to-child to adult-to-adult mode
 - Transfer knowledge to teams and direct reports
 - Elevate team dynamics to higher trust levels and cultivate a true working team
 - Identify and coach through existing tolerations, conflicts and trust issues
- Administer individual team coaching feedback
 - RightPath Paths 4 and 6 as well as Leadership 360's for each person to improve self-awareness, emotional intelligence and results
 - Monthly coaching time to apply learned awareness and skills

➤ Tools

- *Next Generation Leader* by Andy Stanley
- *What Makes a Leader* by Daniel Goleman
- *Coaching Questions* by Tony Stoltzfus
- RightPath 4 and 6 as well as Leadership 360 assessments

➤ Timeline

- Facilitate Learning Communities: 6 months beginning in Month YY
- Coach internal team (one hour per person/month)
- Complete individual RightPath 4, 6, and 360's by Month ZZ

➤ Estimated Investment

- Coaching rate of \$AAA/hour
- Coaching training: 2 hour learning communities/month for 6 months
- Internal team coaching: 1 hour/month/team member for 6 months

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