

Coaching Individuals, Managers and Teams

ONLINE LEARNING COURSE

The Coaching Individuals, Managers and Teams course incorporates findings from Gallup's extensive, ongoing research into how people can become highly effective and efficient by intentionally using their talents and strengths. Coaches learn how they can help managers and teams appreciate the unique strengths and contributions of each team member, better understand their roles, expand and enhance their partnerships, and leverage their collective talents to achieve specific performance objectives.

Who Should Attend

This program is geared toward people who lead coaching conversations, including independent professional coaches, corporate coaches, executive coaches and leaders.

What You Can Expect

This three-day online learning experience combines highly interactive live sessions, paired and triad coaching practice, and self-paced digital learning. Participants will gain practical ways to conduct advanced coaching conversations with others. Coaches will learn how to help managers and teams understand, apply and integrate their strengths into their respective roles. You will learn how to facilitate small team sessions (up to 15 people) to help them use their unique talents for greater team engagement, better team performance and improved business outcomes.

During this program, participants will learn how to advance their techniques and effectiveness in:

- teaching others how to harness their strengths for greater personal productivity and engagement
- teaching managers to appreciate their unique talents in the context of their role
- providing managers with tactics for using strengths-based development to address specific team-related issues and challenges
- assisting teams with identifying key partnerships that are essential to individual growth and team performance
- teaching teams to discover, develop and leverage their unique talents for greater team engagement and productivity

Professional Credit Hours

Participants who successfully complete this course can earn professional credit hours from ICF, HRCI and SHRM. For more information, contact CEU@gallup.com.

Program Format

Three-day virtual course

Prerequisites

Completion of Gallup's Successful Strengths Coaching course

Course Overview

Day One

8:30 a.m. – 11:30 a.m. Live Zoom Session 1

11:30 a.m. – 12:15 p.m. Break

12:15 p.m. – 3:30 p.m. Live Zoom Session 2

3:30 p.m. – 5:00 p.m. Self-Guided Assignments

Day Two

8:30 a.m. – 11:00 a.m. Live Zoom Session 3

11:00 a.m. – 12:30 p.m. Self-Guided Assignments

12:30 p.m. – 5:00 p.m. Live Zoom Session 4

Day Three

8:30 a.m. – 11:30 a.m. Live Zoom Session 5

11:30 a.m. – 12:15 p.m. Break

12:15 p.m. – 3:30 p.m. Live Zoom Session 6

3:30 p.m. – 5:00 p.m. Self-Guided Assignment

Coaching Call With Gallup Strengths Coach After the Course

Participants receive all digital materials prior to the course. Physical materials to support their learning are shipped to their location.

Requirements:

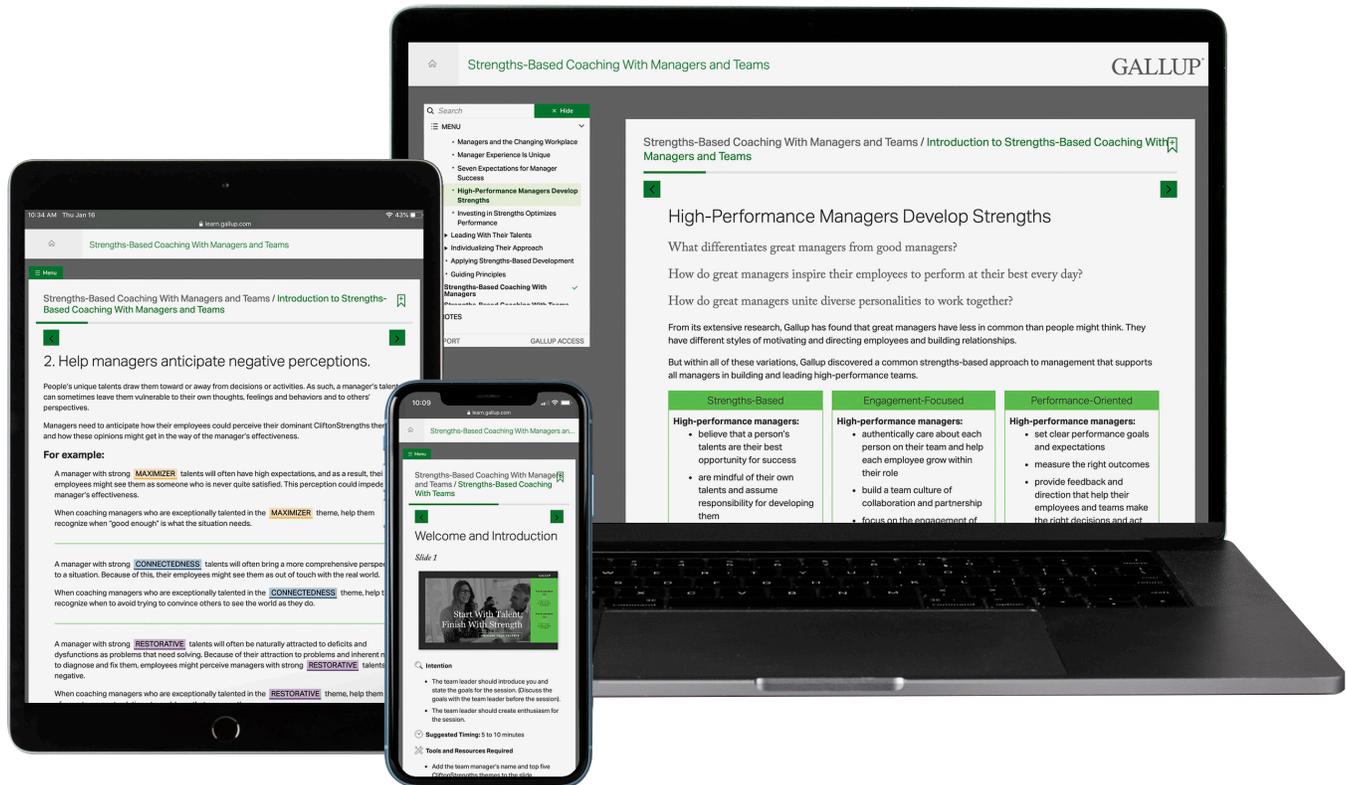
- Participants join the live sessions using the Zoom plug-in (not the Zoom browser or mobile app).
- Participants must attend and have a microphone and headset.

Coaching Individuals, Managers and Teams

Participants who attend this course receive the Strengths-Based Coaching With Managers and Teams Kit. This digital kit is a comprehensive content library of tools, techniques and educational resources that will help you learn and excel as a strengths coach.

Strengths-Based Coaching With Managers and Teams Kit

This digital kit will help you incorporate successful strategies and tools into your coaching to help managers and teams maximize their individual and collective talents to reach desired performance outcomes.



This kit includes:

- a guide that introduces you to the most important factors in creating a strengths-based team and the manager's vital role in this process
- content and resources to support three strengths-based coaching conversations with managers and four team coaching conversations
- resources to examine, learn and integrate the 34 CliftonStrengths themes into your coaching

This kit combines text, imagery and embedded media to help you examine the topics you care most about.