

LEADER AS COACH

5 Session Leadership Development Cohort



LEARN SKILLS TO ENCOURAGE THE BEST IN OTHERS

Coaching for both development and performance

As UMBC continues to evolve as an institution, finding ways to ignite and foster the best in our people is critical to our shared success. Leaders need to not only effectively manage for results, they need to find ways to inspire the best in their people, develop them to reach new heights, and navigate through complex challenges that are personal and interpersonal in nature. In order to accomplish this, leaders must know themselves, their people, and the systems in which they operate.

The Leader as Coach program is a 5-part cohort program designed to give leaders the mindset, skill set, and practical tools to coach their team members effectively. The journey first begins with the leader knowing themselves. Without self awareness of how we use ourselves as a tool for positive change, it is impossible for us to effectively create change in our teams. Active peer learning will aid in widening our perspectives on leadership styles and increase our ability to adapt our style based on the context at hand.

Woven through each of the modules of the program are reflective practices, models, strategies, and activities, coaching simulations, and integration activities to practice skills learned in the workplace with employees. Participants will learn how to ask effective questions and make observations that both challenge and inspire their employees to higher performance, deepen development, etc. We have structured the program to follow content in the included book: *Self As Coach, Self As Leader* by Pamela McLean which participants will read throughout the sessions.

FALL 2021

Program Dates/Times:
Five Tuesdays Mornings
9/28, 10/19, 11/9, 11/30,
12/21
9:00 a.m. - 11:30 a.m.

Register by August 27th:
www.umbc.edu/training





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Program Components:

- Pre and post self-assessment as well as a 360 pre and post assessment comprised of the participant's supervisor and 1-3 employees
- Supervisor check-in meetings to support your experience
- Five 2.5 hour experiential sessions on Webex
- Book: Self as Coach, Self as Leader: Developing the Best in You to Develop the Best in Others
- PowerPoint slides and resource materials for practicing coaching on the job
- Integration assignments between sessions to apply the learning
- Digital badge for participants who attend 4 out of the 5 sessions

Session Topics

Session One: Setting the stage for coaching: the importance of looking in the mirror before looking out.

Session Two: Presence & Empathy- the importance of our presence as a tool for change, and ways to walk in the shoes of another without putting them on.

Session Three: Feelings & Boundaries- How to work within the domain of emotions without colluding, overstepping or rescuing.

Session Four: Embodiment & Courage- Using the body that we're in as a powerful vehicle for influence and having the courage to rock the boat without anybody falling out.

Session Five: Integrating the learning - Individual and collective sense making. What does all of this mean to me and the way I currently lead and develop my staff? Plus a celebration of growth!

"The higher executives climb on the organizational ladder, the less they can depend on technical skills and the greater their need for effective interpersonal skills and emotional intelligence."

~ Manfred Kets de Vries