

NAVIGATIONAL COACHING WEBINAR AGENDA

Week One:

We believe in the value of getting to know the people you will be working with so we start week one with a few exercises to get acquainted. Our agenda focuses on two important concepts that are pivotal to the program—the *Five Functions* of Navigational Coaching and the *Six Principles* of Navigational Coaching. Workshop participants have told us that learning the five functions of coaching has helped them for the first time truly understand the role of coaching. The six principles have also helped many to fully grasp the nature of the coaching process. We believe these foundational principles are much more important than any coaching techniques.

Week Two:

Week two covers three modules starting with the mindset of a *coach* vs the mindset of a *problem solver*. We have observed that when leaders really 'get' this concept and it shifts their whole relationship to coaching. The first short video clip on the DVD demonstrates this shift. We follow this module with an exploration of a question we are often asked: "Who are the best people to coach?" The final conversation focuses on a model that summarizes Three Dimensions of Coaching. This model provides an overview of the coaching process and creates a context for the next phase of the program on skills and techniques. As well, it helps the coach understand what is needed to create a successful coaching environment. Weeks one and two are the equivalent of half a day or 25% of the Navigational Coaching program.

Week Three:

The entire session is devoted to exploring The Navigational Coaching Model in depth. This five-step model provides both a road map and a structure for the coaching conversation. We will explore each step thoroughly to prepare you to deal with a variety of coaching opportunities. Although this appears to be a simple model (and one leaders really relate to quickly), there is more to it than meets the eye. We'll spend sufficient time to equip you with all you need to know to teach others. There is a laminated 5x7 card of this model, together with sample questions for each step. These cards are included with the Participant Guidebook as a job aid. The second video on your DVD shows the five-step model in action.

Week Four:

Two key skills of coaching are explored this week as we take a deeper dive into the concepts of listening and asking questions. We call these two skills The Art of Conscious Listening and The Art of the Question. Our approach to the discussion on listening provokes self-awareness and makes clear connections to the coaching conversation. The Art of the Question looks at the nature of questions a coach asks—and why. We move beyond open and closed questions and provide guidelines for creating more effective coaching questions. These two big topics fill our session this week; and it also represents the end of Day One of the Navigational Coaching workshop.

Week Five:

This week is devoted to The Art of Telling. We believe that telling belongs inside the coaching conversation. The challenge is to tell in a way that is coach-like. Few organizational leaders have mastered the skill and we are continually asked for guidance and skill development. There are three aspects to telling in Navigational Coaching: providing positive feedback, providing course correction (including integrating feedback with coaching) and sharing our own perspective. Our third video clip on your DVD demonstrates integrating feedback and coaching. You definitely do not want to miss this session: it's powerful.

Week Six:

This is the session where you get to shine as you bring all your learning together in a review of the entire course content. We also have a little graduation celebration planned as we bring the six-week webinar series to a close and send you on your way to bring Navigational Coaching to your world.

What's next?:

So there you have it, the agenda for the six -week Navigational Coaching Licensing Program. If you've read this far in the note, thank you, and we hope it means you're interested in joining us.