



Leadership Development

*Building Positive, High Performing Organization,
Teams & Employees*



Leadership Rewired

Coaching Intelligence (CQ) *For Leaders*

Powerful conversations @ work that
transform people every day!



In the VUCA world of Volatility, Uncertainty, Complexity, Ambiguity...Global Leaders face extraordinary challenges

Coaching @ Work is not about becoming a coach. It's about developing a 'coaching leadership style'

Coaching @ work is the proven mindful foundation of leadership success.

It's the 'people' side of discovering new, innovative ways to inspire others to think better, believe in their own success, sharpen their focus & reinvent themselves to achieve extraordinary results --- the primary driver of positive change.

Our proprietary *Coach-sulting* ERA²® tool — helps managers coach @ work

Studies show that managers using a coaching approach positively impact employee thinking, deepens learning, increases motivation & engagement levels taking team members to higher success.

Key Takeaways...

- Learn practical 'Coaching @ Work model.
- Understand your style @ work & how to adapt your approach.
- Participants identify simple but highly effective ways to strengthen their impact.
- How to improve performance, engage, inspire, empower, enable others to transform, reinvent themselves through Coaching @ Work conversations
- Situational coaching skills to mentor, direct or coach different types of employees.

Participants actively practice leadership skills that

- **BUILDS** trust, stronger relationships
- **REDUCES** or avoid conflicts
- **PROVIDES** quality feedback
- **INCREASES** staff self-awareness
- **STRETCHES** team thinking beyond comfort zone
- **IMPROVES** conversations quality
- **INCREASES** learning & personal development
- **GENERATES** more innovative & creative ideas from team members
- **EMPOWERS** team to take personal ownership of problems & solutions
- **CREATES** personal action plans to achieve corporate expectations



PROGRAM OVERVIEW

- ✓ **Pre-Workshop:** Coaching Assessment; copy of “*What Great Leaders (Should) Know*”; Online audio coaching examples; 1:1 tele meeting with each participant to clearly understand their personal needs & expectations.
- ✓ **Post-Workshop:** 1:1 tele meeting to reinforce & embed knowledge, answer any questions; Coaching each on managing current workplace challenges & discuss Personal Action Plan. Sent coaching tools to preview anytime, anywhere on phone, pad, laptop.

Foundation

- What is **IQ, EQ, CQ** ? Why it's important to your success?
- What Coaching @ Work is & is not
- Personal & Professional benefits of using coaching style

Know Self Know Others

- Know self & others personal style for effective coaching
- Understanding value of establishing & maintaining trust
- What motivates, engages employees

Coaching & Leading Teams

- Situational Coaching: when to coach & not coach employees
- Identify Skill & Will levels to effectively coach team
- Coaching different personality types @ work
- Asking powerful questions—Types of listening
- Coach-*sulting* ERA²® Model dance of communication

Managing Performance

- Manage others motions related to performance conversations
- Expectation planning conversations
- Performance conversations for good & underperformance

FACILITATOR



Dr. Robert Edmonson is a highly trusted, award-winning C-Suite Executive Coach, Organizational Consultant, Leadership Program Designer, Facilitator integrating latest neuroscience principles.

Robert has coached, advised & trained 5000+ multi-cultural professionals who use proven techniques to strengthen their leadership skills.

Clients inspired his 10 popular leadership books on Coaching, Asia & Western Cultures, Strategy, Leadership Solutions & Career. Coaching Intelligence CQ for Leaders is based on his popular leadership book “*What Great Leaders (Should) Know*”.



COACHING

Intelligence

About Paradigm21

Paradigm21 is a Talent Development Consultancy integrating the latest **neuroscience whole-brain research** into the design of its leadership programs --- that improves individual / team thinking, attitudes, strengthens competencies and develops talent --- boosting productivity, maximizing performance and financial results.

Paradigm21 was awarded the distinction of **"Hong Kong's Most Valuable Companies"** for coaching excellence, innovative training and delivering high value to meet or exceed our clients expectations.

Specialties: Executive Coaching, Cultural Coaching, Career Coaching, Leadership Development Training and Talent Assessment.

Services Available in 45 countries by highly qualified, certified, professional Paradigm21 consultants.

For Leaders



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Leadership Development
Coaching Specialists

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