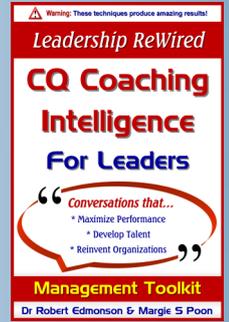




# Leadership Development

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



# Leadership Rewired

## CQ Coaching Intelligence <sup>TM</sup>

### *For Change*

Powerful conversations @ work that transform people & organizations 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'!**

**It's the proven mindful foundation of leadership success...** helping leaders become more resilient & adaptable to the constant changing environment

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 personal & organizational change

**Our proprietary *Coach-sulting* ERA<sup>2</sup>® tool — helps managers coach @ work**

Studies show that managers using a mindful coaching approach positively impact employee thinking, deepens learning, increases motivation & engagement levels to drive organizational change.

### **Key Takeaways...**

- Learn practical 'Coaching @ Work' model.
- Understand your personality style @ work & others' style to adapt your approach.
- Highly effective ways to drive, manage change & reduce or avoid resistance.
- How to improve performance, engage, inspire, empower others to transform, reinvent themselves & the organization through Coaching @ Work conversations.
- Situational coaching skills to mentor, direct, delegate or coach others to success.

**Participants actively practice leadership skills that .....**

- **BUILDS** trust, stronger relationships
- **REDUCES** or avoids conflicts
- **PROVIDES** quality feedback
- **INCREASES** staff self-awareness
- **DRIVES** organizational change shifting employee mindset to accept & support
- **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



# Building Positive, High Performing Organization & Teams

## PROGRAM OVERVIEW

✓ **Pre-Workshop:** Coaching Assessment;; copy of “*What Great Leaders (Should) Know*”; 1:1 tele meeting with each participant to clearly understand their personal needs & expectations.

### Resilient - Agile Change Leadership

- VUCA** world & impact on organizational change
- Resilient Leadership leveraging their IQ & EQ & CQ @ Work
- Characteristics of Agile leaders & adapting to change
- What Coaching @ Work 'Is' & 'Is **NOT**'
- Situational Coaching: when to coach or use other approaches

### Know Self Know Others

- MIT**<sup>®</sup> understand self & others signature style @ work
- Use knowledge to improve communication, relationships, performance

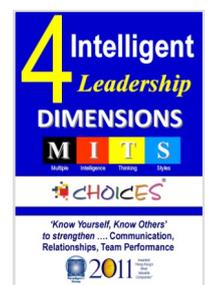
### Advanced Coaching Skills

- Developing Presence, Rapport, Trust, Relationships
- Active Listening mindset change shift
- Asking Powerful, Meaningful Questions
- Coach-sulting ERA**<sup>2</sup><sup>®</sup> Model dance of communication
- Entrust, Explore, Reframe, Rethink, Mentor, Action

### Coaching Change & Leading Team Performance

- USA** model to effectively manage different personalities styles @ work
- Coaching different personality styles @ work
- C.A.S.T.E.R.**<sup>™</sup> to launch successful change programs
- How to manage team emotions during change & feedback meetings
- FeedForward* for Personal Ownership of solutions & actions

✓ **Post-Workshop:** 1:1 tele meeting to reinforce & embed knowledge, answer questions; coach each on managing current workplace challenges & discuss Personal Action Plan. Online audio coaching examples; Sent coaching tools to preview anytime, anywhere on phone, pad, laptop.



# Intelligence CQ<sup>®</sup>

## 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



## Paradigm21<sup>®</sup>

Leadership Development  
Coaching Specialists

[www.paradigm21.com](http://www.paradigm21.com)



Member



Awarded  
"Hong Kong's Most Valuable Companies"

*Influence direction. Inspire change.*

*Maximize performance.*