



Today's preferred management style is shifting from command and control to a style based on inclusion, collaboration, and recognition. Leaders don't need to compromise alignment and control to achieve goals. Integrating coaching in day-to-day management yields better employee performance, higher employee retention, improved culture, and better business results.

During this program, participants will:

- Evaluate coaching frameworks
- Determine when to apply coaching vs directing
- Ask powerful questions to drive results
- Practice active listening to drive engagement
- Determine how to use recognition effectively
- Align coaching to performance metrics
- Apply coaching conversations to performance management practices and receive feedback

Organizations with senior leaders who coach effectively and frequently **improve their business results by 21%** compared to those who never coach.

Bersin by Deloitte

Program at-a-glance

Duration 12 weeks

Time commitment 30 hours

One hour 1:1 session + two hour group session weekly

Target Audience 8-10 leaders

Format Interactive Learn & Do sessions facilitated by coaches and consultants

About Synthology

We help our clients unlock the human potential within their workforce by providing solutions across the talent spectrum – from Recruiting and Onboarding, Performance and Succession Management, Workforce Planning & Analytics, to Learning and Leadership Development.

Pending B-Corp status and Woman-Led Business. Visit synthology.co.

For more information email sales@synthology.co

