

# Coach... Lead... and Get Out of the Way

## A two-part program:

### **1. Workshop: Coaching Skills**

Connecting the art, the heart and the joy of leadership

### **2. Individual Coaching Sessions with Professional Co-Active Coach**

We've done lots of research over the past 3 years,  
and we've found that those leaders who have the  
best coaching skills have better business results.

TANYA CLEMONS, VP,  
GLOBAL EXECUTIVE AND ORGANIZATIONAL DEVELOPMENT,  
IBM (TIME MAGAZINE 2000)

## DID YOU KNOW?

- Coaching as a leadership style drives positive effects in climate. (Daniel Goleman, Leadership That Gets Results)
- The three primary causes of derailment in leaders involve deficits in handling change, not being able to work well in a team, and poor interpersonal relations.
- IBM has been training thousands of its employees in co-active coaching skills.

Aegis Coaching has developed a unique program that is guaranteed to help you integrate simple and effective coaching skills with your personal leadership style, thus enhancing interpersonal effectiveness and organizational culture.

This two-part program affords the opportunity for you to strengthen your leadership via a **1-day workshop** as well as **individual coaching sessions** with a professional coach for each and every participant.

## ARE YOU

- Ready to integrate coaching into your leadership for ***improved performance and breathe-easier results?***
- Committed to taking your leadership to the next level, whatever the next level is for you?
- Ready to ***really strengthen relationships*** with your team, the individuals within your team, and amongst your team?
- Looking for a simple way to have those ***difficult conversations?***
- Looking for ***clarity and focus*** as you move forward?
- Ready to ride the ***coaching wave of leadership excellence?***

## WHAT MAKES THIS PROGRAM UNIQUE?

It has been estimated that traditional training is effective only 20% of the time, while individual coaching is effective 80% of the time. This program takes the best of training and coaching and combines them to genuinely enrich innate leadership capacity. This program begins with a one-day workshop but ... there is more.

## YOU WILL

- Learn basic coaching skills to enhance existing leadership skills;
- Practice the newly-acquired coaching skills 'live' in the workplace, strengthening staff relations, enhancing individual and team performance, and furthering team cohesiveness;
- Align leadership/coaching skills with personal values via completion of a Personal Leadership Manifesto™ and individual coaching;
- Receive individual coaching from a skilled coach to strengthen and deepen leadership capacity based on individual's current competencies

## PROGRAM CONTENT: 2 PARTS

### ***PART I: 1-day Workshop***

The 1-day workshop is built around the components of Aegis' leadership model:

- ***The Art of Leadership: What You Do***
  - o How new leadership models are aligned with coaching;
  - o The latest models for coaching as used in major corporations;
  - o Powerful coaching skills that you begin using immediately to enhance your personal leadership style;
  - o The structure of an effective coaching conversation;
  - o Real coaching in real time on real issues;
  - o A coaching script for those 'sticky' situations

- ***The Heart of Leadership: Who You Are***
  - o What to do with emotions: yours and 'theirs'
  - o Connecting with the values that are driving your leadership and your behavior
- ***The Joy of Leadership: The Difference You Make***
  - o The power of visualizations for strengthening mental attitude and impactful leadership;
  - o Using F.O.C.U.S. Technology™ to stick with your vision and goals

## ***PART II: 6 Individual Executive Coaching Sessions***

- Deepen your learning and connect your workshop training with the 'classroom' of your workplace;
- Partner with a skilled co-active corporate coach who can help take you to the next level of personal and professional success;
- Move forward with your vision;
- Realize what it means to really 'be' a leader.

## **LEARNING OUTCOMES:**

- Integration of coaching skills with personal leadership style;
- Connection between personal values and organizational vision/mission;
- Increased trust in one's innate leadership competencies;
- Improved comfort level in dealing with and empowering staff;
- Stronger team cohesion and better interpersonal relationships;
- Enhanced ability in dealing with performance issues;
- Expanded awareness of choices available in any given situation;
- Increased understanding of self and ability to interact with others;
- Deeper alignment between personal values and those of the organization.

## **SMALL GROUP SIZE:**

*Only 12 managers are accepted for each program*

**Register today.**

**Bonus: Receive the book "Taming Your Gremlin" by Rick Carson... absolutely free.**

## PROGRAM LENGTH:

- 1-day workshop
- 6 individual coaching sessions for each participant
- BONUS: Group completion call with all participants
- Total length: approximately 2 months

## TESTIMONIALS:

This workshop had an immediate impact on my relationships in the workplace. I was able to make a tough decision and have a tough conversation much more quickly than at any time in the past ...

MID-LEVEL MANAGER IN A "TOP 50 IN CANADA" ORGANIZATION

This is an absolutely top-notch program. It has been enlightening in that it opened my eyes to things in management that I wasn't even aware of. I think coaching is almost 'natural' for me, but this program has taken it from an ethereal notion to something that is definable, giving me tools that are workable within my work environment.

For example, if I hadn't had this course, I would be feeling much differently about a particular situation at work. I know I am still 'the boss,' but the coaching skills have enabled me to stop, step back, and really listen to the other person's perspective. Instead of offering solutions, I now pause and give others the opportunity to come up with a solution. Often, their solutions are much more elegant!

The follow-up individual coaching sessions have contributed to my appreciating the program even more. As I anticipate our weekly phone meetings, it enables me to apply what I've learned from the workshop. This program has struck a real chord with me, and its impact is resonating in all areas of my life, not just the workplace.

I am recommending you and this program to all levels of management in my department.

MIDDLE MANAGER, PROVINCIAL GOVERNMENT

The timing for this workshop was perfect for me. I have just begun with a new team, and because of some 'history' between us, I was a bit uncertain about how to move forward. I decided to try out some of the coaching skills in meetings that were already scheduled. Just stepping back and using those skills made a difference. (1) I got to know more about them. (2) Somehow being curious with them was validating for them. They seemed to feel recognized. (3) They are now different with me. There seems to be more trust.

TEAM LEADER, GOVERNMENT

The best, best workshop I've ever attended.

SENIOR MANAGER, GOVERNMENT

To register for the next workshop, email  
[information@aegiscoaching.com](mailto:information@aegiscoaching.com)  
or phone 902-462-8441



## YOUR COACH FACILITATOR:

*Sheila M. Kelly, BA, Certified Professional Co-Active Coach*

Take five years of coaching experience, add advanced training and certification through a top international coaching school, include hundreds of hours of high-level coaching, industry experience on the front lines of one of the toughest unions in Canada, and you have Sheila Kelly.

Founder of **Aegis Coaching Services**, Sheila has been a pioneer in introducing coaching to Halifax and beyond. Sheila is a seasoned coach who skillfully guides leaders in the new dynamics of leadership. Whether working with individual clients or groups locally or internationally, Sheila integrates a leadership model she developed several years ago ... going beyond the old model of short-term transactional leadership towards leadership that is relationship-based.

*Sheila's background and achievements include:*

- Fifteen years industry experience on the front lines of a tough union environment, BA in psychology, trained as a teacher
- **Certified Professional Co-Active Coach** Graduate, The Coaches Training Institute
- Member and adherent to code of ethics, **International Coach Federation**
- Founder **www.coaches.com**, the portal for connecting clients with Cdn. coaches;
- Founder "**Canadian Coach of the Year**" award to recognize outstanding professionalism by a Canadian coach. Presenter of the award at international conference, San Jose, CA .
- Finalist 2004, **Woman of Excellence**, Halifax Progress Club
- Launched volunteer coaching program with Halifax **Dress for Success** clients & recruited 3 other professional coaches as volunteers.
- Interviewed as a coaching expert on CTV's national program, "**Good Morning, Canada**"
- Member **Chamber of Commerce**, Halifax, NS
- Full Member **Human Resource Association** of Nova Scotia
- Past Board member and President-elect of Halifax chapter and past National Member **Canadian Assoc. of Professional Speakers**
- Client list includes: Maritime Life, Maritime Travel, Aliant, IPMA, Public Service Commission of NS, HRM, Canada Customs, Canada Revenue, PEI Learning Center



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