



**LEADERSHIP
ENGAGEMENT®**



Develop One-on-One Coaching Skills

with the Leadership Engagement® Learning Intervention Process.

Before employee engagement,
Leaders must **engage** people.

The military has always needed leaders that are **SMART**. Leaders that are intelligent, decisive, and know the mission. However, today's military also needs a leader that is **HUMAN**. One that understands people, is caring and compassionate, and takes the time to really slow down and engage with those they lead. Unfortunately, given the Ops tempo over the last two decades, organizations have allowed leaders to focus on being **SMART** while outsourcing the **HUMAN** responsibility to others.

Today people need **3 things** from their leaders:

1. To be **Noticed**...they want those that lead to pay attention to them and to be aware of their needs and wants
2. To be **Named**...they need leaders to distinguish them from others, to recognize their unique talents and abilities
3. To be **Known**...they need to have a relationship with those they follow; they need to see that they are known and appreciated on an individual basis

If leaders don't know how to do **these 3 things** they are failing! It will be all but impossible to achieve the results their organization requires.

David Graff

Create inspiring coaching sessions with

Leadership Engagement[®]

Develop one-on-one coaching skills in a **2-Day workshop**, and master the foundational principles of motivation outlined in the Leadership Engagement Model[™] (LEM).

"Before you are a leader, success is all about growing yourself. When you become a leader, success is about growing others."

Jack Welch

- Discover the Four Lenses[®] to improve communication with others.
- Understand the 4 LEM quadrants of motivation.
- Learn how to intentionally use engaging language.
- Develop effective methods of empathic listening and asking questions.
- Participate in a 90-day learning intervention process.



Engage employees and Lead your team with one-on-one coaching.

Four Lenses[®]

Every individual has a unique spectrum of personality traits that impact the way he or she communicates. This personality assessment helps leaders identify and understand their own temperament (i.e. Green, Gold, Blue, Orange). Together, participants gain a deeper understanding of themselves and a **greater social awareness of others**.



Framework

Learn the power of the 4 quadrants in the LEM model and how to use this framework to motivate others.

Language

Explore how language can powerfully influence the flow and effectiveness of an engaging coaching session.

Process

Execute the LEM model steps, facilitate whole-system thinking, and implement a conversational approach.

Results

Set goals and outline a plan to deliver engaging one-on-one coaching sessions to increase organizational engagement using the framework, language, and process of the Leadership Engagement[®] workshop.

Leadership Engagement[®]

2-Day Workshop Agenda

- 30 min. Introductions
- 180 min. Four Lenses[®] and Maturity
- 30 min. Cost of Disengagement
- 45 min. Breakout: Personal Values Violations
- 60 min. Leadership Engagement Model
- 45 min. Breakout: Language of Leadership Engagement[®]

- 60 min. The 4W Questions
- 60 min. Breakout: 4W Context Specifics
- 90 min. Engagement Demo and Practice
- 60 min. Picture-in-Picture Demo and Practice
- 60 min. Powerful Questions
- 30 min. Intro to 90-day Coaching
- 30 min. Wrap Up



Take training to another level with

The Learning Intervention Process

The process **combines a 2-day workshop with 90-days of coaching** to help participants identify and focus on achieving personal goals.

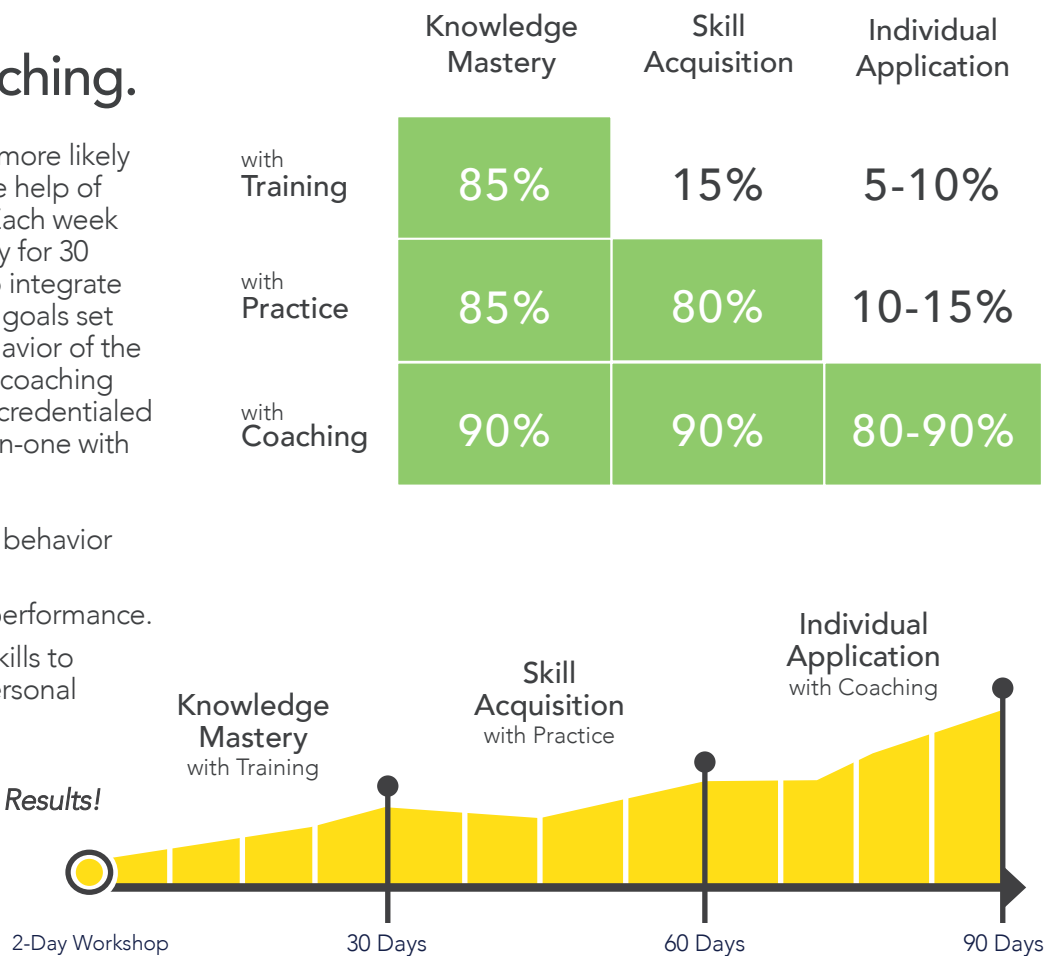
Training is a great experience. But, its not enough to create a true learning intervention to inspire behavior change that drives results. Training increases knowledge mastery, but fails to develop skill acquisition, and individual application. By combining coaching with *any* training workshop, organizations will see transformational results in the three critical areas of personal improvement outlined below.

Increase results with 90-days of coaching.

Workshop participants are more likely to reach their goals with the help of a certified Shipley Coach. Each week individuals will meet virtually for 30 minutes with their coach to integrate the knowledge gained and goals set during training into the behavior of the attendees. Utilizing proven coaching tools, our professional and credentialed coaching cadre work one-on-one with attendees to:

- Facilitate measurable behavior change.
- Focus on improving performance.
- Align newly learned skills to organizational and personal goals.

All with the intent of *Driving Results!*



Get started.

To learn more, visit www.shipleycoaching.com or call 877-745-1566.



SHIPLEYCOACHING™
Putting the Human back into Humanity.