



**LEADERSHIP  
ENGAGEMENT®**



# Develop One-on-One Coaching Skills

with the Leadership Engagement® Learning Intervention Process.

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

Corporations have always needed leaders that are **SMART** - leaders that are intelligent, decisive, and know the company's goals and objectives. However, today's organizations also need leaders that are **HUMAN** - that understand people, are caring and compassionate, and take the time to really slow down and engage with those they lead. Unfortunately, given the day-to-day demands in most companies, leaders are too often allowed to focus on being **SMART** while outsourcing the **HUMAN** responsibility to others.

**"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**

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

Create inspiring coaching sessions with

# Leadership Engagement<sup>®</sup>

Develop one-on-one coaching skills in a **2-Day workshop**, and master the foundational principles of motivation outlined in the Leadership Engagement Model<sup>™</sup> (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<sup>®</sup> 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<sup>®</sup>

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

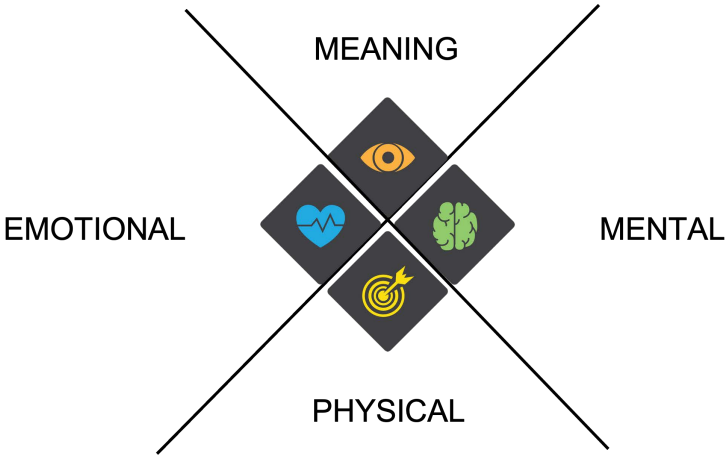
Set goals and outline a plan to deliver engaging one-on-one coaching sessions to increase organizational engagement using the framework, language, and process of the Leadership Engagement<sup>®</sup> workshop.

# Leadership Engagement Models

## Maturity



## Leadership Engagement Model (LEM)



## The 4W's

**WIN**  
How will you know you got it?  
How will you celebrate?

**WILL**  
How will you stay committed?  
Why is it important?



**WANT**  
What do you want?  
What is the desired outcome?

**WAY**  
How might you get it?  
What is the plan?

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.

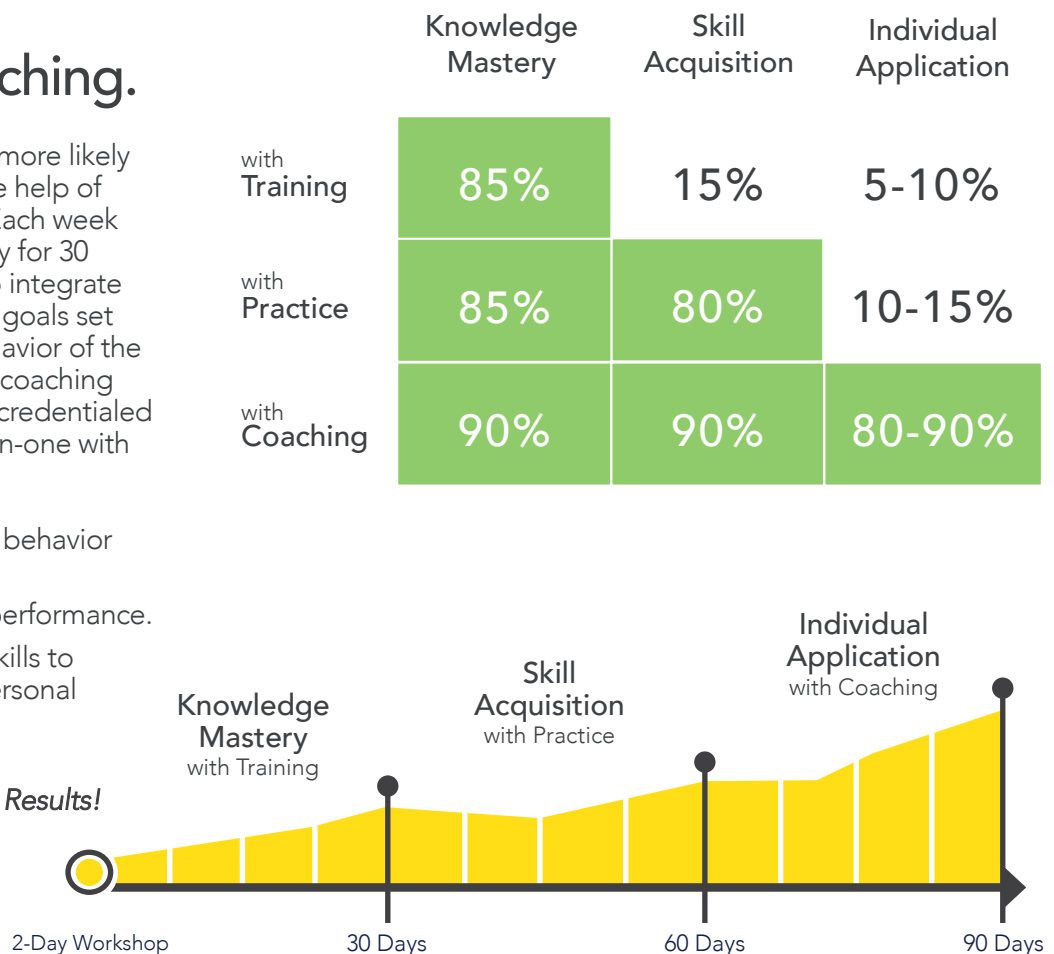
Training is a great experience. But, its not enough to create a true learning intervention to inspire behavior change that drives results. Training increases knowledge mastery, but fails to develop skill acquisition, and individual application. By combining coaching with *any* training workshop, organizations 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](http://www.shipleycoaching.com) or call 877-745-1566.