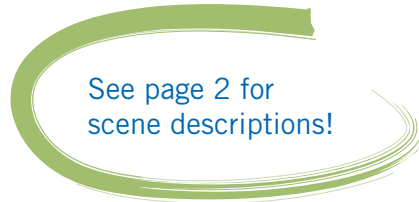




# EXPEDITION COACHING PROGRAM

Guiding the Journey to Success!



See page 2 for scene descriptions!

The EXPEDITION Coach™ Video Program follows the leadership journey of a manager and his team members as they deal with a major workplace change through coaching, communication and change leadership skills.



# EXPEDITION COACHING PROGRAM

Guiding the Journey to Success!



Shana Ring is Founder of The EXPEDITION Coaching™ Program and President of Destination Leadership.

Shana is a certified coach and accredited by the International Coach Federation (ICF). She believes that coaching is the key to becoming an effective leader, and is extremely passionate about supporting people to reach their leadership development goals.

Shana has a Master of Arts Degree in Leadership & Training and specializes in coaching and leadership development, succession planning and culture change. She recently completed a 6-day guided mountain climbing expedition in the Canadian Rockies as research for her upcoming book.



## Additional EXPEDITION Coaching™ Training Opportunities

Attend a **Skills Development 2-day Workshop** (public session or in-house session)

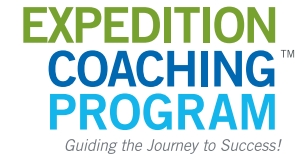
Attend a **Certified Facilitator 4-day Train-the-Trainer Workshop** (public session or in-house session)

Look for upcoming public sessions at [www.destinationleadership.ca/upcoming](http://www.destinationleadership.ca/upcoming)

Contact Destination Leadership at [info@destinationleadership.ca](mailto:info@destinationleadership.ca) or call **306-539-8924**

## PROGRAM OVERVIEW

The EXPEDITION Coach™ Video Program is designed to enhance the coaching, communication and change leadership skills of people in today's workplace towards achieving results and contributing to organizational success. Participants will discover coaching as a powerful leadership tool – and walk away with the skills to apply the coach-approach in the workplace immediately. The program will provide an enhanced framework for communicating and holding conversations with others that will engage, empower, and inspire forward action with people at all levels in the workplace.



The EXPEDITION Coach™ Video Program features tools, processes, and models to support the development of effective leadership and coaching skills in the workplace. Participants will explore two powerful conversation models, key coaching and providing feedback skills, and a model for building trust with people.

The program features examples of coaching conversations in the workplace including the challenges of introducing change, overcoming fear and resistance, transitioning to a new role, working through disappointment, and dealing with conflict and poor performance. (see scene descriptions below)



## BONUS CLIPS: Powerful “Coaching Conversation” Scenes from the EXPEDITION Coach™ Video



### SCENE 1: Telling Style Manager: A “Coaching Opportunity”

The Manager has a Coaching Opportunity with one of his Supervisors and uses a “telling” style of communication.



### SCENE 2: Asking Style Manager: A “Coaching Opportunity”

The Manager gets another chance with a Coaching Opportunity with his Supervisor and this time uses an “asking” style of communication.



### SCENE 3: The GUIDE Coaching™ Conversation: A 5-Step Model

The Manager facilitates a coaching conversation with his Supervisor on her challenge of implementing change in the workplace.



### SCENE 4: Listening: Intentional Listening Skill

The coach listens with “intention” to an employee struggling with her redeployment as a result of her company’s restructuring.



### SCENE 5: Questioning: Problem-Solving Manager

The coach asks “problem-solving questions” that focus the coachee’s issue of redeployment to a new role.



### SCENE 6: Questioning: Intentional Questioning Skill

The coach asks “intentional questions” focused on the coachee’s essence and moving her forward.



### SCENE 7: Listening: Intentional Listening Skill

The Manager finds another “coaching opportunity” through conversation when he discovers his Supervisor’s team will not be able to meet the deadline.



### SCENE 8: Language: Non-Coaching Language:

The Manager uses non-coaching language with his Field Supervisor in response to the Supervisor’s challenge of not meeting deadlines.



### SCENE 9: Language: Intentional Coaching Language

The Manager uses intentional coaching language with his Field Supervisor in response to the Supervisor’s challenge of not meeting deadlines.



### SCENE 10: Feedback: Developmental Feedback

The Manager provides the coachee with developmental feedback designed to facilitate awareness, thinking and learning.



### SCENE 11: Acknowledging Feedback

Acknowledging feedback is provided to the coachee within the coaching conversation focused on the coachee’s essence.



### SCENE 12: Performance Feedback: The DIRECT Feedback™ Model

The Field Supervisor provides performance feedback to his Foreman using the DIRECT Feedback™ Model – and applies the coach-approach.