



# EXPEDITION COACHING™ PROGRAM

Guiding the Journey to success!



## EXPEDITION COACHING™ is...

*“a process that guides and supports a coachee through their personal learning journey of self-awareness and discovery ... inspiring independent thinking, creativity and problem solving to achieve personal and organizational success in a changing environment.”*

## PROGRAM OVERVIEW

The EXPEDITION Coaching™ Program is a 2-day leadership program 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 workshop will provide participants with 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.

## PROGRAM FEATURES

Powerful custom-designed videos demonstrating real-life coaching conversations in the workplace.



Two key conversation models:

- 1 GUIDE Coaching™ Model
- 2 DIRECT Feedback™ Model



## PROGRAM OBJECTIVES

- Discover coaching as a learning tool designed to facilitate thinking, creativity, and problem solving in the workplace
- Develop a coaching mindset
- Distinguish between two perspectives of coaching in the workplace: (1) Development, and (2) Performance
- Create the conditions for coaching focused on building a trusting relationship
- Examine your intentions (agenda) in coaching conversations
- Identify coaching opportunities in the workplace with people at all levels
- Develop foundational coaching skills: Intentional Listening and Intentional Questioning
- Apply the 5-step **GUIDE Coaching™ Model** in real-life coaching situations
- Gain awareness of your coaching style in action and opportunities to enhance
- Develop enhanced feedback skills: Developmental Feedback, Acknowledgements, and Performance Feedback
- Apply the 6-step **DIRECT Feedback™ Model** in-real-life coaching situations found in the workplace
- Explore coaching as a strategic change leadership and engagement tool



## POWERFUL VIDEO CLIP SCENARIOS

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Fourteen custom-designed videos support the key concepts of the EXPEDITION Coaching™ Program and illustrate real-life coaching situations. The video scenarios demonstrate conversations that take place between people within the workplace including:

- Understanding the challenges of introducing a new change
- Managing conflict between employees
- Overcoming fear and resistance
- Accepting higher level responsibilities
- Working through disappointment
- Dealing with poor performance



The scenarios demonstrate the EXPEDITION Coaching™ models and the key coaching skills including: 5-step GUIDE Coaching™ Model, Intentional Listening, Intentional Questioning, Coaching Language, Providing Developmental Feedback, Delivering Acknowledgements, and Providing Performance Feedback using the DIRECT Feedback™ Model.

## GUIDE Coaching™ MODEL

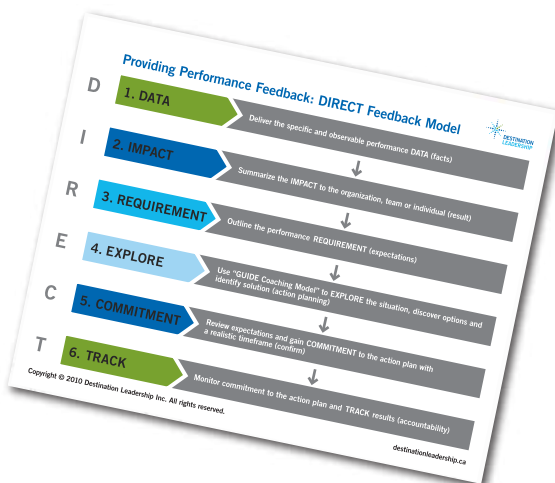
The practical 5-step **GUIDE Coaching™ Model** uses an Intentional Questioning process to facilitate the coachee's thinking, creativity and problem solving to support their learning journey to success.

1. **GOAL** supports the coachee to identify their own goals and objectives;
2. **UNDERSTAND** supports the coachee to gain understanding, awareness and clarity;
3. **INSIGHT** supports the coachee to develop insight, ideas and solutions;
4. **DESIGN** supports the coachee to design their action plan;
5. **ENABLE** supports and enables the coachee to take action to achieve their goal.



## DIRECT Feedback™ MODEL

The 6-step **DIRECT Feedback™ Model** provides a practical and focused approach for providing performance feedback. The model relies on a coach-approach to support the coachee to develop their own solution.



1. **DATA** focuses on providing the specific, observed behaviour;
2. **IMPACT** focuses on communicating the impact to the organization;
3. **REQUIREMENT** focuses on setting the performance expectations;
4. **EXPLORE** provides the opportunity for the coachee to develop a solution and action plan through coaching;
5. **COMMITMENT** focuses on gaining commitment to an action plan;
6. **TRACK** focuses on a process to monitor, track and follow-up.



**DESTINATION  
LEADERSHIP**

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## OPTION 1: Skills Development

Attend a 2-day Skills Development Workshop

**OBJECTIVE:** Enhance your coaching skills in the EXPEDITION Coaching™ Program

**DATES:** Feb 13 & 14, 2012 (**TORONTO, ON**)  
Mar 26 & 27, 2012 (**REGINA, SK**)

**LOCATION:** See above – more details listed on following page

**COST:** \$895.00/per person

\*Ask about our in-house workshop options

## OPTION 2: Train-the-Trainer

Attend a 4-day Facilitator Certification Program

**OBJECTIVE:** Become a Certified Facilitator of the EXPEDITION Coaching™ Program

**DATES:** Feb 13 – 16, 2012 (**TORONTO, ON**)  
Mar 26 – 29 2012 (**REGINA, SK**)

**LOCATION:** See above – more details listed on following page

**COST:** \$2,895.00/per person

\*Ask about our web-based train-the-trainer option

### Participants will receive the following support and resources:

- Participant Binder and Personal Coaching Action Plan,
- Laminated GUIDE Coaching™ Model Card that includes five (5) coaching steps with sample key coaching questions,
- Laminated DIRECT Feedback™ Model Card that includes six (6) steps for providing performance feedback and important tips,
- Workplace Styles Assessment (WSA),
- Access to webinars scheduled monthly for participants of the EXPEDITION Coaching™ Program featuring key coaching topics, live coaching demonstrations, case studies, activities, question and answer sessions, dialogue and discussion, etc., and
- Monthly newsletter and coaching tips.

### Participants will receive the following support and resources:

- All materials listed in Option 1,
- Certified Facilitator Agreement providing the license to facilitate the 2-day EXPEDITION Coaching™ Program as a consultant with organizations/clients,
- Facilitator Guide, Participant Binder, and Powerpoint Slides,
- Personal copy of custom-produced DVD featuring 14 videos to support the EXPEDITION Coaching™ Program,
- Posters of the key models,
- 3-months of follow-up coaching to support your facilitator development,
- Access to a facilitator web-site with additional resources and materials, and
- Access to monthly facilitator webinars, internal and external marketing support, and a network of certified facilitators.



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## REGISTRATION FORM

Register for:  
The **EXPEDITION Coaching™** Program

### Workshop:

#### Skills Development

- February 13 & 14, 2012 (2-days)  
Holiday Inn Toronto Downtown Centre  
Toronto, ON
- March 26 & 27, 2012 (2-days)  
Evraz Place, Regina, SK

**Cost:** \$895/person + GST

**Time:** 8:30 a.m. to 4:30 p.m. each day

### Train-the-Trainer

- February 13 – 16, 2012 (4-days)  
Holiday Inn Toronto Downtown Centre  
Toronto, ON
- March 26 – 29, 2012 (4-days)  
Evraz Place, Regina, SK

**\$2,895/person + GST**

8:30 a.m. to 4:30 p.m. each day



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**Name:** .....

**Position Title:** .....

**Organization:** .....

**Mailing Address:** .....

**City/Province:** .....

**Postal Code:** .....

**Phone:** .....

**E-Mail:** .....

**FAX Registration to:** 306-790-1223

**Mail Registration/** Destination Leadership Inc.  
**Cheque Payable to:** 3218 Westminster Rd, Regina, SK S4V 0S2

**E-Mail:** shana@destinationleadership.ca

**Phone:** 306-539-8924

**Web:** www.destinationleadership.ca