

Coaching Accelerator

Develop and maximize managers' coaching skills.



Managers are at the heart of every organization, responsible for the performance and development of as much as 80% of the workforce.¹ Imagine if you had a whole cadre of first- and mid-level managers who could seamlessly employ coaching in their role as people leaders to motivate and encourage everyone in their teams, taking performance to the next level.

Research has shown that coaching is a prime driver for creating an environment where people have the clarity, engagement, and energy to deliver great results. In fact, organizations that effectively prepare their managers to coach are 130% more likely to realize stronger business results and 38% more likely to achieve stronger employee results through engagement, productivity, and customer service. Coaching not only enhances employee development and improves performance, it also increases the effectiveness of managers, creating stronger, more agile teams.²

Korn Ferry's Coaching Accelerator helps managers and the people they lead be the best they can be, in order to deliver superior results for the organization. It develops and maximizes managers' coaching skills by providing them with a thorough understanding of the principles of good coaching, and what it looks like in practice.

The program will impact your organization by:

- Ensuring you have managers that inspire goals, build on strengths, and continually raise standards.
- Creating a more engaged and better performing workforce with agreed goals, a shared sense of purpose and commitment, and a clear path for ongoing development.
- Cascading a culture of coaching and learning throughout your organization.

At a glance:

- The program is intended for first- and mid-level managers.
- Based on decades of global coaching experience and research, our Coaching Accelerator helps managers to employ coaching skills in the day-to-day management of their people.
- As part of the one-day program, managers practice their new skills in a safe environment.
- The program is practical and experiential, with much of the learning brought forward by the group, for the group. It leverages real-world exercises to provide managers the opportunity to practice various approaches and receive immediate feedback.
- Managers will walk away with the knowledge, tools, and confidence they need to productively coach their direct reports and others in the organization.

Korn Ferry's Coaching Accelerator helps participants:

- Learn to be mindful and present, engage others with trust and rapport, and manage the relationship between themselves and their coachee.
- Develop critical coaching skills.
- Accelerate change by overcoming resistance, designing development opportunities, and building networks of accountability and support.
- Create a development plan to advance their coaching skills in the workplace.

Key elements of the program.

The Coaching Accelerator is a blended learning program including pre- and post-work, designed to be more than a simple one-time training event. Its design, as well as the emotional journey that participants are taken on, mirrors the experience and change process of being brilliantly coached — and includes:

Pre-work: Reflection on personal goals and real-world applications.

In-classroom:

- **Coaching relationship:** Developing the coaching mind-set, presence, and shared relationship required to help others learn and grow.
- **Coaching dialogue:** Practicing the essentials for coaching conversations: Deep listening, powerful questioning, giving feedback, challenging, and generating options.
- **Coaching outcomes:** Overcoming resistance, creating and sustaining success through robust development plans and building a support network.

Post-course work: Applying the learning to everyday situations; reviewing progress with support and accountability partners.

This learning journey offers:

- **Pre-work:** Participants are empowered with learning ahead of time, allowing a greater focus on experiential activities during the one-day workshop. The pre-work asks participants to come prepared with personal goals they would like coaching on, as well as a real-life situation in which they feel they could learn to coach more confidently.
- **Interactive adult learning methods:** The program is not theory heavy, but instead designed to give managers the opportunity to put their skills and learning into practice. This delivers a positive learning experience, keeps managers engaged, and deepens their understanding of the impact coaching can have on their teams. Real-plays (rather than role-plays) provide an opportunity to practice coaching in the moment, with real-time feedback, helping managers to overcome the 'fear factor.'
- **Social learning:** Individuals and groups work together to share experiences, feedback, and insights, both during and after the one-day program.
- **Job aids:** Reflecting the pragmatic program design, managers receive useful take-aways including worksheets and checklists to anchor their thinking and help put what they've learned into practice, enhancing the transfer of learning.
- **Post-program activities and support:** After the one-day program, participants follow through on their action plans with support from their peers in the program and their manager. Upon request, we can also enhance learning through one-on-one or small group coaching sessions delivered by one of our professional coaches.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.

1. <https://hbr.org/2011/05/the-frontline-advantage>

2. Bersin & Associates, High-impact performance management: maximizing performance coaching, 2011