



# COACHING ESSENTIALS

Today managers have to learn to move away from a transactional leadership style that includes telling subordinates what to do, making assumptions, problem solving, and taking a task focus approach towards their subordinates. It has been proven through research that by equipping your leaders with coaching capabilities, organizations have seen and will see an increase in employee productivity, growth, development, and business results.

The “Coaching Essentials” program, developed by Blanchard and delivered to you by SEAC, contains four crucial steps that provide the structure for effective coaching conversations.

This program was designed for managers and individuals seeking to develop coaching skills that increase the effectiveness and competence of those they lead.

## The program focuses on 3 critical factors required to become a better coach:

- *The coaching mindset*
- *Coaching process*
- *Coaching skillset*

**MINDSET:** We enable a coaching mindset that creates an environment through effective conversation that accelerates performance and development throughout the organization.

**COACHING PROCESS:** We present a 4 step coaching process that empowers managers and staff alike and which is built upon trust and positive relationships. This 4 step process makes the manager’s coaching skills all the more effective.



Listen to  
Learn



Inquire for  
Insight



Tell  
Your Truth



Express  
Confidence



**COACHING SKILLSET:** These skills are both people and results oriented, promote clarity, and affirm working relationships.

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# COACHING ESSENTIALS PROGRAM STRUCTURE

# SEAC

## The 1 Day Face-to-Face workshop includes:

Six hours of learning and practice through animated and live-action videos, dynamic activities, and real-work scenarios.

Participants will have at their disposal Blanchard's online materials, engaging videos, and a coaching essential workbook that guides them through the learning experience.

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### **LAUNCH (In-house prog. Only)**

Participants view a live action-video (LAV) teaser and select four real-world situations to practice in the workshop

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### **LEARN & PRACTICE**

#### **Understanding the Coaching Mindset:**

Helps participants understand the challenges of evolving from being a highly competent doer to a novice manager

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#### **The Coaching Process:**

Teaches managers the four critical conversations: Connect, Focus, Activate, and Review

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#### **The Essential Skills:**

Immerses managers in the four skills they need for effective coaching conversations: Listen to Learn, Inquire for insight, Tell Your Truth, and Express Confidence

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Welcome, getting started, transitions, and closing exercises

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### **MASTER (In-house prog. Only)**

A six-step post-workshop program that helps learners integrate their new skills into the job.

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## **Benefits:**

- Increased retention rate of the organization
- Greater engagement from the employees
- Increased individual initiatives from the staff
- Instilled behaviors that support the people and the organization
- Building trust as a foundation