

## EXECUTIVE DEVELOPMENT PROGRAM

**SEPTEMBER 10, 2014**  
**8:30 A.M.–4:30 P.M.**

**PUBLIC \$995**  
**UD ALUMNI \$945**  
**PARTNER \$870**

# THE ART AND PRACTICE OF LEADERSHIP COACHING

Organizations today need to harness the unique skills and characteristics that each individual has and find ways for individuals to succeed within the team or organization. True success comes from the ability of a leader to coach others and build upon those strengths while helping employees manage those offsetting opportunities that can hamper their contributions in a team or organizational setting.

As a leader, it is part of your responsibility to help your employees grow and evolve by being a credible coach. A credible coach is one that has an informed perspective, can impact others quickly and offer the help needed to advance the employee to the next level or deal appropriately with the situation that is causing them pain.

For coaching to be successful, it is important to remember that the coaching relationship is not about the leader – it is about your employee – so your ability to leave your ego at the door is critical. To truly add value, a leader also needs to be able to listen not only to what the employee is saying, but also to the meaning of their words. There are times when the last thing that your employee needs is more feedback. Some days, they just need the solution.

This practical and hands-on program will provide the background and foundation for leaders to enhance their coaching skills. Upon leaving this program, you will be able to return to your organization and use the skills learned to impact top and bottom performers within your team.

## THIS PROGRAM WILL HELP EXECUTIVES:

- Understand that who we are influences how we coach – it's all about the employee.
- Coach their most talented and those employees that are struggling to perform at the level needed by the organization.
- Utilize a model that will help in understanding the coaching situation or background, weighing options and zeroing in on the issue to be addressed in order to maximize results when time is limited.



**Howard Morgan**

*Howard Morgan, as an executive coach, has led major organizational change initiatives in partnership with top leaders and executives at numerous international organizations. He was named as one of the world's top 50 coaches, recognized as one of five coaches with "a proven track record of success" and has published several books. His clients include global businesses in the financial services, manufacturing, management consulting, communication, media and high tech industries.*

*Morgan's profound understanding of the demands of executive leadership comes from 17 years of experience as a line executive and executive vice president in industry and government. The dramatic impact of Morgan's approach is drawn from his ability to communicate the significance of people and performance issues in the context of business objectives. He has been a pioneer in the practical understanding of how motivation, productivity and behavior are linked to organizational values, leadership approach and employee satisfaction.*

*Morgan is a managing director of the Leadership Research Institute and co-founder of 50 Top Coaches. He holds an M.B.A. from Simon Fraser University and has completed advanced studies at the University of Michigan.*