

MAY 25, 2016

8:30 A.M.—4:30 P.M.

COACHING WITH COMPASSION: STRATEGIES FOR DEVELOPING AND ENERGIZING OTHERS

Coaching has become an increasingly important tool for managers and executives to inspire and develop people. In contrast to more traditional management roles- still essential to accountability and performance- coaching provides an approach for deeply engaging with others on a new level, one that opens perspectives and encourages self-directed change. It is through effective coaching that leaders are able to assist their employees and organization in reaching new heights.

An emerging contrast in coaching is the approach of coaching with compassion versus coaching for compliance. Each approach arouses somewhat different psycho-physiological systems and has an impact on a person's openness. Each affects the likelihood of sustained behavioral change. Coaching with compassion is believed to stimulate better cognitive functioning, increased perceptual openness to ideas, emotions and people, positive emotional states, increased immune health, and reverse some of the damage from chronic stress.

This session will highlight the latest findings and practices on coaching featuring the work of thought leaders from the Weatherhead School of Management's Department of Organizational Behavior. This interactive day of learning will explore a distinctive approach to executive coaching in developing and energizing others. Grounded in the principles of Dr. Richard Boyatzis' theory of intentional change, this approach to coaching leverages the individual's personal aspirations and desires to bring about sustained, desired change.

THIS PROGRAM WILL HELP EXECUTIVES:

- Understand how to coach others for sustainable change.
- Appreciate the difference between coaching with compassion and coaching for compliance.
- Learn how coaching with compassion is a source of renewal for the coach, as well as a source of development for the person being coached.



Melvin Smith, Ph.D.

Melvin Smith, Ph.D., is an Associate Professor in the Department of Organizational Behavior and Faculty Director of Executive Education at the Case Weatherhead School of Management. He received his Ph.D. in Organizational Behavior and Human Resource Management from the University of Pittsburgh's Katz Graduate School of Business. Smith also holds a B.S. degree in General Management and Accounting from Purdue University and an MBA in Marketing from Clark-Atlanta University.

Smith's research and teaching focus on leadership and emotional intelligence in the workplace, as well as social exchange relationships, social networks, and the development and use of human and social capital in organizations. In addition, he has served as a visiting professor at ESADE Business School in Barcelona, Spain where he co-taught a senior executive education course on emotionally intelligent leadership.

Prior to completing his doctoral work at the University of Pittsburgh, Smith spent over fifteen years in a series of sales/marketing management, and organization development positions with a number of Fortune 500 companies including IBM, Pepsi-Cola, and H.J. Heinz. Smith has also provided training and/or consulting services to a number of organizations including Alcoa, Booz Allen Hamilton, Dealer Tire, Fifth Third Bank, H.J. Heinz, McKinsey & Company, NASA, PNC Bank, Progressive Insurance, as well as a number of trade associations.