

Workshop Objectives & Outline

CATIL® Coaching is about empowering Leaders, Managers and HR Professionals to increase their effectiveness in the continuous development of employees.

Acquiring the techniques to structure and ask powerful questions will enable you to guide future leaders to success, maximize on-the-job development opportunities and translate performance issues into concrete plans. Greater effectiveness in Talent Development will ultimately boost your organization's long-term success.

Pragmatic and immediately applicable, the CATIL® Methodology translates into gaining time and quality in everyday coaching interactions. The Workshop provides participants with the knowledge and skills to handle delicate conversations and to form actionable development plans. It covers all steps of a coaching session and delivers an effective approach for systematic preparation, questioning and follow-up.

For PI® analysts, the Workshop provides an additional opportunity to learn how to use the PI/PRO results for enhanced preparation and greater focus on employees' needs during coaching sessions.

This Workshop is led by experienced facilitators and coaches. Highly interactive and focused on applied learning, practice coaching sessions allow participants to acquire core skills by observing, practicing and providing/receiving feedback.

Enhance your leadership impact as a Manager-Coach

- Preparing:** Leverage available information to form your coaching strategy and focus on the development objective.
- Questioning:** Ask the right questions and structure your dialogue to ensure employee commitment and follow-up. Actively listen and investigate using different coaching styles. Use a pragmatic coaching question guide.
- Measuring:** Thoroughly assess the coachee's awareness, willingness and abilities to learn something new. Build meaningful development plans.
- Learning:** Raise self-awareness through reflection and feedback loops. Review learnings continuously for a high performance coaching and feedback culture.

Customization & Languages

One-day Workshop or two-day Master Class.

Integration of **Predictive Index®** (free of charge for PI® clients*) and **CATIL® 360 Feedback**.

Workshop can be delivered in **English, French and German**. Other languages in preparation.

In-house & Open Workshops – Contact us!

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