



Leadership Development

*Building Positive, High Performing Organization,
Teams & Employees*



Leadership Transformation

CQ Coaching Intelligence™ *for Leading Change*

Powerful conversations that transform people
'performance' & 'organizations' every day!



In the **VUCA** world of **V**olatility, **U**ncertainty, **C**omplexity, **A**mbiguity...**Change = New Norm**

Coaching @ Work is about developing a 'Coaching Leadership Style' to effectively manage multi-generations & constant change

It's the proven mindful foundation of leadership success... helping leaders become more resilient, agile & adaptable to the constantly changing **VUCA** environment

It's the **'people' side** of discovering new, innovative ways to inspire multi-generations to think better, believe in their own success, sharpen their focus & reinvent themselves to achieve extraordinary results --- the primary driver of positive personal & organizational change

Our proprietary *Coach-sulting* ERA²® tool — helps managers coach @ work

Studies show that managers using a mindful coaching approach positively impact employee thinking, deepens learning, increases motivation, engagement levels to drive organizational change & achieve best results.

Key Takeaways...

- Learn practical 'Coaching @ Work model.
- Understand your personality style @ work & others style to adapt your approach.
- Resilience, Agility, Adaptability to drive, change to reduce or avoid resistance.
- How to improve performance, engage, inspire, empower others to transform, reinvent themselves & the organization through Coaching @ Work conversations.
- Situational coaching skills to mentor, direct, delegate or coach multi-generations.

Participants actively practice leadership skills that

- **BUILDS** trust, stronger relationships
- **REDUCES** or avoid conflicts
- **PROVIDES** quality feedback
- **INCREASES** awareness of self & others
- **DRIVES** change through shifting employee mindset to accept & support
- **IMPROVES** conversations quality
- **STRENGTHENS** resilience, agility for change & personal transformation
- **GENERATES** more innovative, creative ideas from multi-generations
- **EMPOWERS** team to take personal ownership of problems & solutions
- **CREATES** personal action plans to achieve corporate expectations



Building Positive, High Performing Organization & Teams

PROGRAM OVERVIEW

✓ **Pre-Workshop:** Complete Assessments; copy of *“What Great Leaders (Should) Know”*; 1:1 coaching session to clearly understand personal needs & expectations

Resilient - Agile Change Leadership

- **VUCA** world & impact on organizational & personal change
- Resilient Leaders leveraging their IQ & EQ & CQ @ Work
- Characteristics of Agile leaders & Adaptability to Change
- What Coaching @ Work ‘Is’ & ‘Is **NOT**’
- Situational Coaching: when to coach or use other approaches

Know Self Know Others

- **MITs**® understand self & others signature style @ work
- Apply knowledge to improve communication, relationships, performance

Advanced Coaching Skills

- Developing Presence, Rapport, Trust, Relationships
- Practice Active Listening mindset change shifts
- Practice Asking Powerful, Meaningful Questions
- **Coach-sulting ERA**²® to engage, empower teams
- Entrust, Explore, Reframe, Rethink, Mentor, Action

Coaching Change & Leading Team Performance

- **USA** model to effectively manage different personalities styles @ work
- Practice coaching different generations & personality styles @ work
- **C.A.S.T.E.R.**™ to launch successful change programs
- Managing multi-generational emotions during change & feedback
- *FeedForward* for Personal Ownership of solutions & actions

✓ **Post-Workshop:** 1:1 coaching session to reinforce & embed knowledge, answer questions; coaching on current workplace challenges & discuss Personal Action Plan. Online audio coaching examples; Sent coaching tools to preview anytime, anywhere on phone, pad, laptop.



Dr. Robert Edmonson is a highly trusted, global award-winning C-Suite Executive ICF PCC Coach, Change Management Practitioner, Leadership Program Designer, Facilitator integrating latest neuroscience principles.

Margie S Poon co-facilitator is a global award-winning ICF PCC Executive Coach, Certified Meta-Coach, EQ Practitioner, Change Management Practitioner, DiSC Behavioral Consultant, Genos Practitioner, Leadership book author, Program Designer, Trainer with Paradigm21 Group

COACHING

Intelligence

About Paradigm21

Paradigm21 is an award-winning HR Consultancy providing customized, innovative, practical, proven effective Leadership Development, Executive Coaching, Organizational Change programs... integrating the latest **neuroscience 'whole-brain' research** --- that improves individual | team mindsets, attitudes, behaviors, strengthens competencies and develops talent --- boosting productivity, maximizing performance and financial results.

Paradigm21 was awarded the distinction of **"Hong Kong's Most Valuable Companies"** for coaching excellence, innovative training and delivering high value to meet or exceed our clients expectations.

Specialties: Executive Coaching, Leadership Development Programs, Change Management, Organizational Effectiveness, Cultural Coaching, Career Transition, Talent Assessments, Sustainable Learning and more...

Services Available in 45 countries by highly qualified, certified, professional Paradigm21 consultants.

for Leading Change



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