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IS COACHING RIGHT FOR ME?

If you have unmet aspirations or changes that you would like to achieve in life, coaching could be a very helpful resource. After all, nobody makes it alone in life. Coaching offers a path to see with more clarity and helps demonstrate the necessary steps toward your desired direction.

1. Off-the-shelf content customized to your organization, values and culture.
2. One-on-one leadership coaching.

WHO IS IT GEARED FOR?

Leaders within your organization.

WHAT IS MY TIME DEVOTION?

This hybrid model allows you to choose one-hour sessions that fit your time schedule. There will be face-to-face one-on-one sessions, as well as, LIVE video sessions.

WHAT IS MY INVESTMENT?

\$150 per hour

Duration: 10 Hours

** Time to complete each stage varies.*



Business and Community Solutions

680 Main St., Ste. 100 • Dubuque, IA 52001



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VIRTUAL HYBRID EXECUTIVE COACHING



ENGAGING EMPLOYEES

EMPLOYEE ENGAGEMENT AND COMPANY CULTURE COACHING

Highly engaged employees are committed to their organization and invested in its success. They are proactive in sharing their ideas, in promoting their company, and organization inside and out, and they exert strong effort.

Companies that create strategic initiatives focused on engagement and culture have reduced turnover, higher employee satisfaction, and increased productivity.

Companies without these initiatives may experience dis-engagement, negativity, and turnover. Companies need to create a plan.

This four-stage model evaluates current practices, allows for idea generation and creates a culture plan for implementation.

STAGE 1: EVALUATION OF CURRENT PRACTICES

Complete an employee engagement internal survey based on Gallup research. Questions will be tailored to measure specific factors identified by the organization.

Upon completion of the survey, a SWOT analysis will be conducted and three top areas of interest will be identified to develop, specifically identifying what “success” is for each of the areas.

- Senior leaders identify the values, vision and goals.
- Identify performance measurements for employees – appraisals, goal setting, etc.
- Evaluate onboarding process to get employees engaged (prior to hire and retirement) – implement best practices in onboarding.

Duration: 10 hours

STAGE 2: IDEA GENERATION FOR COMPANY WIDE BEST PRACTICES

- Emphasize the importance of a “Coaching Supervision” mindset and train supervisors in the eight-step coaching method that fosters employee resilience and increases engagement.
- Make sure that managers discuss employee engagement at weekly meetings, in action-planning sessions, and in one-on-one meetings with employees to weave engagement into daily interactions and activities – make it part of the workplace's DNA.

- Create an opportunity for employees to have a voice by sharing stories, exchanging ideas and problem solving.
- Leadership can encourage employee engagement by having employee-focused policies that express a genuine concern for, and make an investment in, employees’ physical and emotional well-being. Evaluate current practices to determine their effectiveness.

STAGE 3: TRAINING IN BEST PRACTICES FOR SUPERVISORS

These suggested courses provide best practices for leaders in coaching and supervising employees.

- 21 Laws of Leadership is a 10-hour course focusing on leadership and engagement.
- Developing the Leader Within is a 10-hour course focusing on first-time supervisor skills including time management, delegation, DiSC and personality in the workplace, conflict resolution and motivation.
- Coaching and Supervision is a four-hour course on the coaching process.

Duration: 24 hours

STAGE 4: INDIVIDUAL/SMALL GROUP COACHING FOR SUPERVISOR SUCCESS

This stage focuses on skill set coaching for:

- Gaining employee commitment during change
- Appreciations in the Workplace
- Giving and receiving feedback
- Crucial conversations
- Engagement survey

Duration: 6 hours