



Behavior
Awareness and
Coaching can
create greater
team engagement!

Breakthrough
navigational
conversations®

COACHING

FocalPoint
powered by *Brian Tracy*
Coaching Excellence

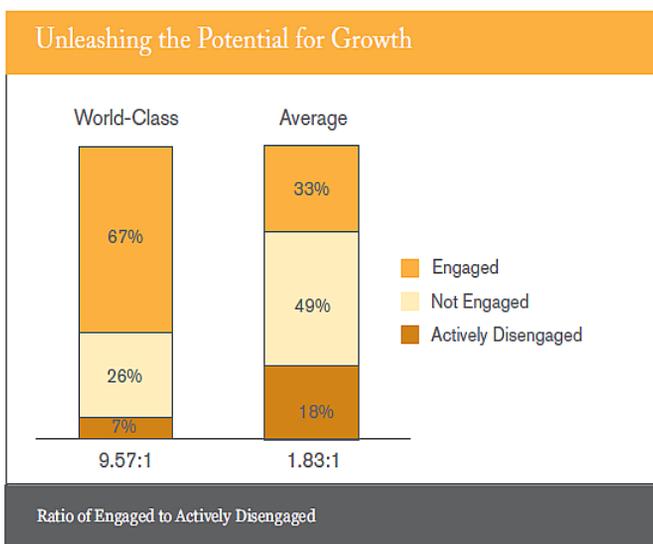
So why are BEHAVIOR AWARENESS and COACHING Relevant?

A **Forbes** Workplace Survey suggests that **87%** of Employees are Not Actively Engaged in their Jobs

Forbes: March 2014

- ✓ **13% are engaged** and drive innovation
 - Work with passion, feel connected to their company and move the organization forward.
- ✓ **63% have checked-out** and are not-engaged
 - Sleepwalk through their workday.
- ✓ **24% are actively disengaged**
 - Undermine what their engaged coworkers accomplish.

Not Engaged/Disengaged Employees outnumber Engaged Employees 2:1
Yet in World-Class Organizations it is the exact Opposite



Companies with engaged employees see 240% improvement in business results.

Forbes: March 2014

Why recognizing your team's Behavioral Style and learning to Coach them are so important:

- Behavioral style awareness allows for more effective communication.
- Coaching provides leaders with the skills to unlock the talents and problem-solving abilities of others.
- Too many managers are doing hands-on work themselves.



navigational conversations™

STRATEGIC COACHING SKILLS FOR LEADERS

Twenty-One Hours that will **Change** Leader's Lives

Starting with Self-Awareness...

- ❑ The **Breakthrough 'navigational conversations'**® course is a combination of three fantastic programs: TTI Talent Insights®, Breakthrough Communications and navigational conversations®
- ❑ The most effective leaders in the world are those people who have high self-awareness and have spent time understanding their strengths and weaknesses.

TTI TriMetrix® EQ Report

- ❑ Understanding your Behavior style, your Motivators & your EQ (Emotional Quotient)
- ❑ 30 minutes on-line and 2 hours with the instructor to interpret your personal 50+ page report (2 hours)
- ❑ The personal report is the foundation for the Breakthrough Communications workshop

Breakthrough Communications

- ❑ A 4 hour interactive group workshop on communication skills
- ❑ A deep dive to understand the four DISC styles and how to identify them
- ❑ Adapting into your leadership approach the 'Do's' & 'Don'ts' of effectively communicating to the four behavioral styles

navigational conversations® - a Two-Day Coaching Workshop

Day One (7.5 hours)

- ❑ Defining the Role of a Coach
- ❑ Coaching Conversation Model
- ❑ The Art of Conscious Listening
- ❑ The Art of the Question
- ❑ Coaching Practice

Day Two (7.5 hours)

- ❑ Coaching Conversation Model part 2
- ❑ Bridging the Gap
- ❑ Coaching Practice
- ❑ The Art of Telling
- ❑ Coaching Practice and Feedback

Program Cost

The twenty-one hour program includes the following: a 50+ page TriMetrix®EQ report and debrief (2 hours); a 4 hour workshop on Breakthrough Communication including a workbook and resource tools; and the two-day (15 hours) interactive coaching workshop including a workbook and resource tools.

\$2,775 per participant

- Qualify for a **Canada-Alberta Job Grant** and **pay only \$925!**
(see details on the next page)



Canada-Alberta Job Grant Opportunity

With an approved application for a Canada-Alberta Job Grant, you are able to get two-thirds of the cost covered from the grant and thereby provide exceptional development opportunities for your managers and leaders. If cost is your barrier to training, then speak to us about the grant opportunity. Program details can be found at www.AlbertaCanada.com/jobgrant. The program cannot begin, and, it is highly recommended not to be paid for, until your application has been approved.

Alberta Insurance Council CE Credit Approval – Special Note

The Continuing Education Accreditation Committee of the Alberta Insurance Council approved navigational conversations as Course 41661 for 14.5 CE credits.

A Few Testimonials from Recent Workshops...

“The Program was well received, practical, and real for the managers. It is apparent this will be a practical tool for the team to take away and use immediately.” Rick Carron - VP Sales, Superior Propane

“Focal Point Coaching, and this course, was exactly the boost I needed at this point in my career. I had been in a leadership role for a little over a year and with the communication skills I took away from this course I have been able to coach and lead my team much more effectively. Lots of good take-aways and the course keeps you engaged from start to finish. I would recommend this to anyone looking for that extra leadership edge.” Kelly Baum, Sales Manager, Cochrane Toyota

Your Facilitators

Kelly Lavery

Successful executive and business coach with 30+ years industry experience and more than 4,000 hours of coaching entrepreneurs and business leaders

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Stephen Simms, MBA

A Leader's Leader with over 30+ years of proven business success from the Backroom to the Boardroom

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**Your leadership team will be
thrilled you invested in them!**