

# Coaching Individuals, Managers and Teams

## INSTRUCTOR-LED COURSE

The Coaching Individuals, Managers and Teams course incorporates findings from Gallup's extensive, ongoing research into how people can become highly effective and efficient by intentionally using their talents and strengths. Coaches learn how they can help managers and teams appreciate the unique strengths and contributions of each team member, better understand their roles, expand and enhance their partnerships and leverage their collective talents to achieve specific performance objectives.

### Who Should Attend

This program is geared toward people who lead coaching conversations, including independent professional coaches, corporate coaches, executive coaches and leaders.

### What You Can Expect

This three-day course will teach you practical ways to conduct advanced coaching conversations with others. Coaches will learn how to help managers and teams understand, apply and integrate their strengths into their respective roles. You will learn how to facilitate small team sessions (up to 15 people) to help them use their unique talents for greater team engagement, better team performance and improved business outcomes.

During this program, participants will learn how to advance their techniques and effectiveness in:

- teaching others how to harness their strengths for greater personal productivity and engagement
- teaching managers to appreciate their unique talents in the context of their role
- providing managers with tactics for using strengths-based development to address specific team-related issues and challenges
- assisting teams with identifying key partnerships that are essential to individual growth and team performance
- teaching teams to discover, develop and leverage their unique talents for greater team engagement and productivity

### Professional Credit Hours

Participants who successfully complete this course can earn professional credit hours from ICF (22 hours), HRCI (22.25 hours) and SHRM (22.25 hours). For more information, contact [CEU@gallup.com](mailto:CEU@gallup.com).

### Program Format

Three-day course

### Prerequisites

Completion of Gallup's Successful Strengths Coaching course

### Course Overview

#### Day One

Transformational Coaching

Appreciating the Multidimensional Aspects of the Clifton Strengths

Theme Dynamics: The Interaction and Interplay of One Theme With Another

Coaching With Theme Dynamics

Pointing Our Talents at Specific Outcomes

#### Day Two

Coaching Managers

Three Manager Coaching Conversations:

The Strengths of a Manager

The Individual Strengths of the Team

The Collective Strengths of the Team

#### Day Three

Coaching Teams

Developing a Team Coaching Strategy

Four Team Coaching Conversations:

Start With Talent; Finish With Strength

The Power of Strengths-Based Partnerships

The DNA of the Team

The Best of Us

Gather Your Force

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*Conducted at Gallup locations worldwide. Gallup can also deliver this course at your location for groups of 15 or more. Visit <http://courses.gallup.com> for upcoming dates, locations and tuition information or contact [coaching@gallup.com](mailto:coaching@gallup.com) with additional inquiries.*

Participants who attend this course receive the Strengths-Based Coaching With Managers and Teams. This digital kit is a comprehensive content library of tools, techniques, and educational resources that will help you learn and excel as a strengths coach.

## Strengths-Based Coaching With Managers and Teams

This digital kit incorporates successful strategies and tools into your coaching to help managers and teams maximize their individual and collective talents to reach desired performance outcomes.



This kit includes:

- A guide that introduces you to the most important factors in creating a strengths-based team and a manager's vital role in this process.
- Content and resources to support three strengths-based coaching conversations with managers and four team coaching conversations.
- Resources to examine, learn, and integrate the 34 Clifton StrengthsFinder themes into your coaching.

This kit combines text, imagery, and embedded media to help you examine the topics you care most about.

