



Coaching Everyday Mindset

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Core principles:

- Fostering greater self-awareness among managers, their peers and teams.
- Empowering you to cultivate individuals' full potential.

Outcomes for Coaching Everyday Mindset

1. **Providing daily feedback with positive intent**
 - **Affirming feedback:** to encourage and motivate people to sustain personal growth.
 - **Adjusting feedback:** helps people identify areas for improvement and behavioural change.
2. **Stop offering solutions (SOS) - empowering individuals to cultivate confidence in problem-solving**
 - Encourage a learning environment where it's okay to make (the right kind of) mistakes and develop people's independent thinking and decision-making skills.
 - Questioning the 'do-it-all' approach: understanding why change is essential.
3. **Cultivating individual potential: acknowledging strengths, addressing weaknesses, and nurturing talent growth.**
 - Motivate individuals to adopt positive habits and behaviours for personal growth.
 - Supporting people in building their confidence, self-belief and self-esteem.
4. **Establishing the foundation for trustworthy relationships - where people feel secure sharing their feedback, thoughts and ideas**
 - Building a safe environment for nurturing high-trust relationships that can handle tough conversations and resolve conflicts.
 - Boost your confidence to manage-up and collaborate effectively with your manager and stakeholders.

One-to-One Coaching - in between sessions 1 & 2

A personalised one-to-one coaching session focused towards the development of:

- 1) **Individual confidence** – enhancing the confidence of each candidate in having everyday coaching conversations.
 - 2) **Building knowledge and understanding** - of the Coaching Everyday Mindset models and tools.
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Session One - half day

What is coaching, and what is it not?

Everyday behaviour - Post-it session

Foundational skills

PTP model: People, task, process.

The art of facilitating and asking questions.

Affirm and adjust - Model for giving and receiving feedback.

Approach for Coaching Everyday Mindset

- Start with what's on your mind.
 - Unpacking the need.
 - Exploring opportunities and solutions, but DON'T give any!
 - So what now?
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Practising Coaching Conversations

Only use questions. Identify something specific to explore. Use scenario cards.

How can you apply coaching conversations to your everyday?

Create a plan to apply coaching conversations to your everyday life.

Buddy Buddy approach/What else do you need?

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Session Two - half day

Models and tools review

PTP - How have you used it?

What has been valuable?

Feedback - what worked/didn't?

What have you learned?

Using a facilitating 'hand-over' approach.

People Skills - Dr Peter Honey.

Managing up vs. Managing it together

Cultivate exceptional working relationships.

F-Word: making sense of feelings and emotions

Emotional self-awareness - power skill of EQ.

So What Now?

Zine for takeaways and actions.

Protected Offline Time - Learning Leaders.

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1:1 Emotional Intelligence Coaching

We leverage EQ-i 2.0 assessment reports as a foundation for meaningful discussions that deliver tangible value to leaders, managers, and their teams. Our approach incorporates well-established techniques to expedite learning, application, and transformation.

Team Emotional Intelligence Training

Emotional intelligence training offers benefits at every organisational level. Research and studies confirm that increased exposure to EQ-i 2.0 development leads to positive corporate culture and climate changes.

Leadership and Manager Development

Our leadership development workshops prioritise interactivity, incorporating emotional intelligence-driven techniques such as discussions, experiential learning, case studies, real-time examples, and self-reflection.

We'd be delighted to answer any further questions you might have. Please get in touch with us if you'd like to find out more about:

- EQ-i 2.0 & EQ360 Certification
- EQ-i 2.0 or EQ360 assessment and feedback
- Coaching and 1:1 support
- Leadership or management development
- Enhancing teamwork and relationships

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