

TCOS COURSES



TCOS Coaching Mindset Essentials™ *April 2021 Executive Summary*

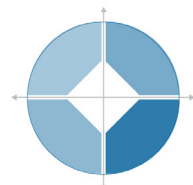


When it comes to learning, we realize one size does not always fit all. With Leadership Strategies International, you can rest easy knowing you'll receive Dr. Laura Hauser's leading-edge training steeped in research and practical education. No matter your preference, our TCOS program and solutions can help you meet your goals.

Develop a coaching mindset, knowledge, and skills to powerfully coach individuals and teams. When leaders and team members are empowered with a coaching mindset, magical things can happen. They become more collaborative and enabled to systemically co-create greater value for the organization and the world.

Drive change initiatives in a way that shapes resilient workplace cultures. Learn the essentials needed to rapidly develop a foundational coaching mindset to coach individuals and teams, and, in turn, build a healthy culture across your organization.

We custom design our Team Coaching Operating System® program services based on your unique needs. Courses are available live in-person, virtually, or through a mix of both, and can be taken individually or as a complete, accelerated program. TCOS coaching courses and services are International Coach Federation (ICF) approved, and can be applied toward a coaching credential. In addition, Leadership Strategies International is an ICF-ACSTH accredited provider.



TCOS COACHING MINDSET ESSENTIALS™

Rapidly expand your mindset as a coach. Learn the essential knowledge, competencies and qualities needed to effectively coach individuals in the workplace.

This 34-hour course includes: Virtual kickoff, four (4) weekly two-hour Zoom coaching training sessions, 2-day virtual intensive workshop, and implementation support.

Partnering with an amazing client organization, we recently customized and converted our **TCOS Coaching Mindset Essentials™** program to a **100% virtual** learning experience.

The end result: a **deeply transformational 12-week learning experience** delivered to 19 of their top administrator directorates, HR professionals, and ombuds. Here's an overview of the cohort and experiences they shared.

85%

OF PARTICIPANTS COMPLETED THE COURSE SURVEY



**IT PROJECT MANAGER/
TEAM LEAD**



**NON-SUPERVISOR
OR MANAGER**

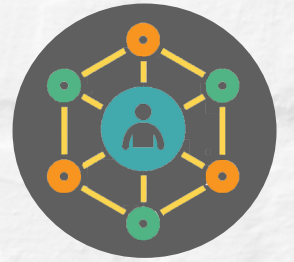
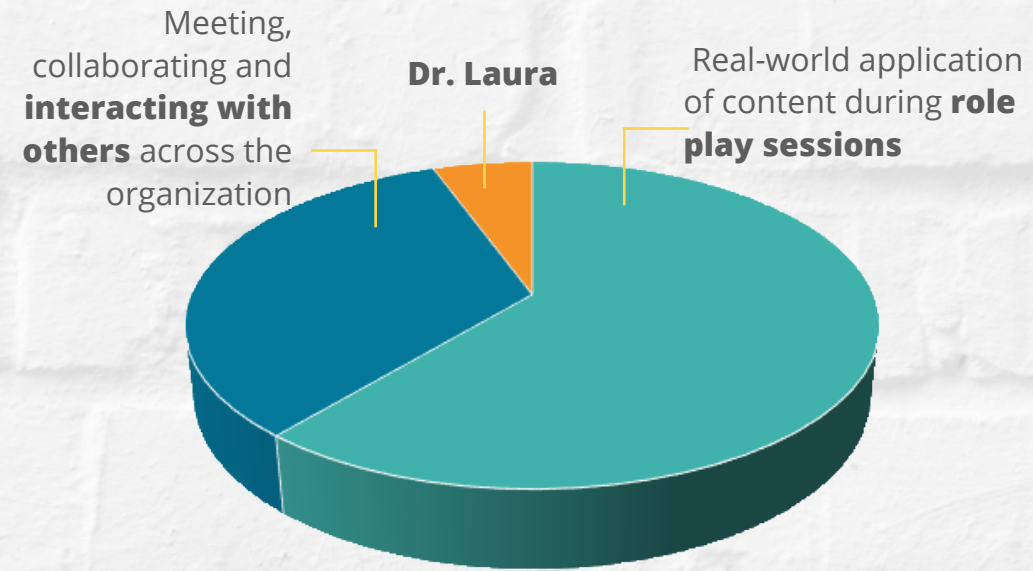


**SUPERVISOR
OR MANAGER**



OMBUD

3 THINGS RESPONDENTS LIKED MOST ABOUT THEIR WEEKLY CLASSES



100%

OF RESPONDENTS WOULD RECOMMEND THE CLASSES TO A COLLEAGUE

69% reported that they found the weekly classes **highly valuable**

31% reported they found the weekly classes **valuable**



75%

SHARED A RECENT SITUATION IN WHICH THEY APPLIED A COACHING MINDSET THAT MADE A DIFFERENCE



I find myself purposely asking open-ended questions and listening more. Just being in the mindset has impacted many conversations since beginning this course!



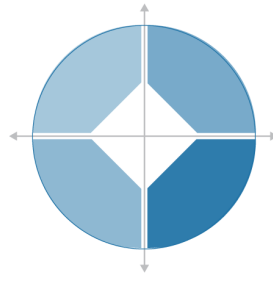
I recently had a conversation with a co-worker who was thinking about a shift in her career path. **I put on my 'coaching' hat and rather than offering advice, I posed questions.** I think she appreciated having to think through it.



While in the class and role playing through a co-workers situation we were **able to hone in on what the 'real' problem was.**



I recently used a coaching mindset to engage two staff members who were not getting along. By asking them what they hoped to get from their interactions, what they thought they could do to make progress, **they came up with solutions vs. me driving it.**



TCOS Coaching Mindset Essentials™

This course was **offered through a partnership between Leadership Strategies International and Fielding Graduate University**. Through the partnership, employees benefit from direct access to our proprietary TCOS courses (all ICF-ACSTH accredited) **paid by tuition assistance** through their employer's education reimbursement program.

The truly measurable benefit of this partnership lies in the results, as leaders — and professionals who support them — use TCOS to expand their capacity to **lead change, navigate disruption and embody a coaching mindset**. The outcome: building more **inclusive and engaged workplace cultures**.

What are your plans for rapidly upgrading your internal HR and business managers' capability to effectively coach individuals and teams? **Contact us to learn more.**

Leadership Strategies International

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