

# Build a Coaching Culture

Creating a coaching culture supports working with others across silos, collaborating to enhance organizational effectiveness, acting as custodians of company purpose, and supporting critical activities that align with that purpose. Help your leaders learn the skills to become great coaches.



## Coaching Mindset Insight Tool

Gain insights with a 10-minute self-evaluation against learners' general views on coaching and best practices.



## High-Impact Courses

Build a strong foundation with essential skills in:

- Communication: Connect Through Conversations
- Coaching: Move People Forward
- High Impact Feedback & Listening

Courses can be delivered onsite or in a virtual classroom. Also available as a web-based training course.



## Online Microlearning

Boost skills in minutes with bite-sized, digital experiences:

- The Power of Seeking
- Creating a Coaching Culture on Your Team
- Addressing Poor Work Habits
- Discover Your Unique Coach Qualities



## On-Demand Development Tools

Sustain learning and apply skills with interactive support tools on DDI's Pinpoint platform:

- Conversation Planner
- Coaching by Asking Activity
- Communication Job Aid
- Seeking Feedback Activity
- Chatbot Practice with Anthony
- STAR Feedback Form

- Need to build more skills? Want to enhance with more tools? DDI can work with you to co-create a custom experience unique to your organization. -

## Course Overview

### Build Skills with High-Impact Courses

#### Communication: Connect Through Conversations

This course highlights to leaders that engaging the “head”—the business outcome of the conversation—is just as critical as recognizing and addressing the “heart”—people’s feelings such as being respected or appreciated. Leaders will recognize the role of emotional intelligence in success as a leader as they develop foundational leadership skills that apply to the wide range of workplace situations they must handle.

#### Coaching: Move People Forward

In this course, leaders recognize the benefits of a growth mindset, and the insight tool measures their general orientation to how they view other’s potential to grow. They learn and practice a practical approach to coaching in the moment, in any situation.

#### High Impact Feedback & Listening

In this course, leaders learn how to effectively deliver both positive and developmental feedback. They also learn how to be receptive to feedback and to listen to accurately understand the intended message from others. In the workplace, feedback and listening skills help leaders to optimize and sustain their own and their team’s performance.

### Boost Learning with Microcourses

#### The Power of Seeking

Guiding team members toward successful performance requires more than just telling people what to do. Effective coaches help people think through possibilities and build buy-in and commitment by asking powerful, provocative questions as well as sharing experiences and insights. Asking questions that support the person’s diagnosis, discovery, and exploration helps you bring out the best in people while also building their confidence to handle the situation themselves.

#### Creating a Coaching Culture on Your Team

Imagine a workplace culture where team members play to their strengths, help one another to be their best selves, and push forward awesome solutions. A coaching culture creates a safe space for these moments to blossom. In such a culture, learning can come from a variety of sources: peers, managers, direct reports, and external coaches. When everyone in a company can be a coach, everyone benefits.

#### Addressing Poor Work Habits

Learn simple problem-solving steps to handle poor work habits on your team. Then, dive into realistic scenarios for practice. Expert coaches provide advice on how to make positive habits stick.

#### Discover Your Unique Coach Qualities

Understand how your motivations, style, and personal attributes affect your ability to coach effectively. Everyone is different and it’s important to understand how to leverage your unique qualities.

## Designed for Impact

High-impact leadership development needs to be designed as a learning journey that unfolds over time, draws on multiple learning options and modalities, and provides opportunities for practice and application.

With DDI by your side, you can design and deliver powerful learning journeys proven to develop better leaders. We’ll work with you to:

**Flex to Meet Needs**—Looking for an off-the-shelf program or custom solution? A program delivered online, virtually, live, or a blended approach? We’ll flex and help design the unique learning journey you need.

**Scale for Success**—Whether you’re looking to develop a few cohorts or all managers across your enterprise, we can help.

**Measure Impact**—Need to show real results? We have easy options to help you track and measure success from knowledge checks to continuous feedback tools to evaluation surveys.



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