

REWIRING THE WAY HUMANS

think, behave & lead



Leading humans

CONVERSATIONS OF SUBSTANCE

Brain-based Coaching and Conversation skills for Leaders

Did you know?

- Coaching cultures highly correlate with high levels of employee engagement, retention, trust and performance
- Millennials don't want 'bosses', they want 'coaches'
- 95% of our work conversations 'tell and instruct' - yet we know that our brains resist when being told what to do...!
- 9 out of 10 conversations don't hit the mark!

Investing in developing the skill of powerful, effective and useful conversation is a critical part of leadership development and one that will provide a high Return on Investment in terms of setting your leaders up for future success.

Who is this program for?

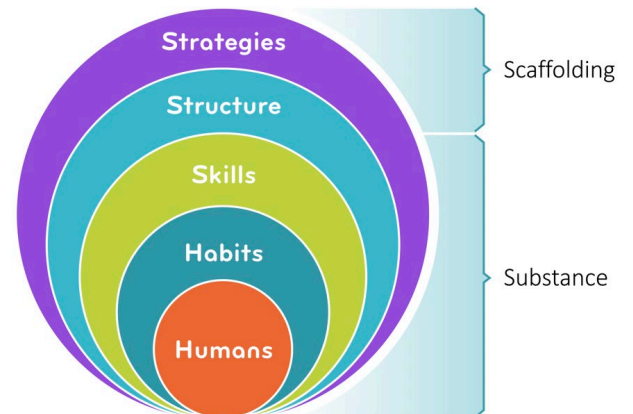
This 4 day, interactive program is designed for leaders and professionals who are looking for a higher level of coaching skill and/or conversation mastery, who want to future-proof their leadership skills.

It's for you also, if you are seeking to become a Certified Coach.

By the end of this program you will have 'rewired' the way you think about communication and the way you engage in conversations with others! You will have the confidence and skill to have powerful conversations that can influence thinking, behaviour, and problem-solving.

CONVERSATIONS OF SUBSTANCE™

FRAMEWORK



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Program Outcomes

- Use a brain-based (evidence-based) approach to conversations so that you can 'Keep your people moving!'
- Apply coaching techniques to improve the impact of EVERY conversation, including performance-related conversations
- Improve the quality of thinking – yours and others – in your workplace
- Have the confidence, courage and skill to have the conversations you need to have
- Save time and energy with better outcomes – that is, double your impact in half the time

“Change happens one conversation at a time, not in one conversation...”



Why coaching skills are so important?

Leaders spend 80% of their time in conversation. Employees, on average, spend 37% of their time in meetings.

Leaders must develop the confidence, courage and skill to have the conversations they really need to have. Change the conversations in your organisation and you can change your organisations 'wiring' - and that leads to a change in culture.

According to the 'Future Work Skills 2020' report by the Institute for the Future for the University of Phoenix Research Institute, the top three skills for the future (from a list of 10) are

Sense-making – the ability to determine the deeper meaning or significance of what is being expressed

Social Intelligence – the ability to connect to others in a deep and direct way, to sense and stimulate reactions and desired outcomes

Novel & Adaptive Thinking – proficiency at thinking and coming up with solutions and responses beyond that which is rote or rule-based

These skills can only be achieved through masterful communication and brain-based coaching provides the perfect foundation.

What is it really about?

Our programs are based on neuroscience. Discoveries, particularly in the area of social cognitive neuroscience provide us with a fact-based, deeper understanding of how relationships are built and broken; how emotions impact us and how to better communicate with each other. We can use this new knowledge to our benefit.

Powerful conversation occurs when you combine what we now know about the human brain with the skills of coaching, and tune into our intuition.

We define a powerful conversation as one where

- both parties leave the conversation with different thinking than they came
- the conversation has been insightful and useful
- it has influenced a change in thinking or behaviour

and that takes skill!

What makes it a great program?

It's a 4 day intensive, not just a one-day awareness session.

Our approach to the learning experience is brain-friendly, aligns with adult-learning principles, and takes a coaching approach.

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Your facilitators are trained and accredited coaches and have extensive neuroleadership backgrounds.

The focus of all our programs is on layering the learning, and an interactive and iterative process of practice. This means that participants leave the program not just knowing 'HOW TO' but will have developed a high level of confidence and skill.

The program is accredited with the International Coach Federation (ICF) and you will be provided with a CCEU certificate following completion of the program.

Program inclusions

- 4 days of training with an experienced ICF qualified and neuroscience-trained facilitator
- Comprehensive workbook
- Reference cards and job aids
- Set of Curiosity Cards
- PRISM Brain Map and detailed report
- Access to Michelle's Recommendation Resources webpage
- Weekly 'tips and reminders' emails sent to participants of the program to embed the key concepts
- Certificate of Completion for 30.75 CCEU training hours from the International Coach Federation

Program modules

- HUMANS – understanding how humans are wired, how you are wired (we will map your brain) and how that can impact your conversations and coaching sessions.
- HABITS – the six B.E.T.T.E.R habits that great leaders and great coaches develop
- SKILLS – The Six Super Skills of powerful conversation
- STRUCTURE – the A.W.E.S.O.M.E conversation and meeting roadmap
- STRATEGIES – what to do when conversations don't go to plan!

About Leading Humans

Rewiring the way humans, lead, think and behave

We are an internationally recognized coaching, mentoring and leadership development company, founded by Michelle Loch

We use practical neuroscience to improve leadership performance and are passionate about creating leading humans who are masterful at leading humans!

We value and actively pursue:

- Mastery and quality
- Human-centered, evidence-based approach
- Layering and leveraging
- Co-creation in partnerships
- Individuals and organisations that value and invest in their people