

Becoming a Strong Strategic Partner

A 4 month Coaching Program with Silvia Johnson

www.insightssc.com

What is a coaching program?

A coaching program is a hybrid learning environment that incorporates the latest in action learning and coaching techniques. By fusing both of these methods, a coaching program ensures that the participants get the most out of their learning and in turn make big changes. Participants can expect impactful changes not only for themselves, but for the organizations they support.

In addition, this program incorporates mastermind groups and buddies as additional support and accountability systems. This creates an extremely collaborative, supportive and highly dynamic environment that enhances the learning for all involved.

Who is this program for?

Mid level line HR, who want to become stronger strategic partners with the business (es) they support and work smarter not harder. You can benefit from this coaching program if you struggle with any of these challenges:

- ✓ Don't know how to become a stronger strategic partner
- ✓ Struggle to balance the day to day fires with the longer term strategic priorities
- ✓ Find it a challenge to influence your leaders
- ✓ Unclear on how to make an accurate assessment of the organization you support
- ✓ Unsure how best to implement your organizational interventions to have the biggest impact

What are the program benefits?

In participating in this program you will gain the resources and tools to help you:

- ✓ Gain respect from leaders and peers within your organization
- ✓ Become an asset within your organization
- ✓ Increase your career advancement potential
- ✓ Feel more confident in how you are contributing to the bottom line
- ✓ Learn to conquer your own work life balance needs
- ✓ Maintain the edge in the latest evolution of the human resource profession

What are the core program objectives?

- To be confident in the skills you currently have and create a plan to fill in any gaps via partnerships or further development
- To gain entry into the business and maintain a high level of trust with the business leaders

- To assess and determine major pain points and create short and long term strategies to address areas of biggest impact
- To influence the needed changes and implement the short and long term strategies you have defined

How is the program structured?

- 4 month coaching program focused on the 4 core program objectives
- Each month includes:
 - 1.5 hr teleclass & workbook addressing one of the core program objectives
 - 1.5 hr mastermind call to celebrate success and tackle obstacles
 - 2 - 30min* coaching sessions centered around creating an action plan and keeping participants accountable
 - 2 to 4 meetings with a buddy, to create a support network and tackle day to day issues that come up

Additional Program Features:

- Recordings of all teleclasses in case you miss the live event
- Make up coaching time slots available in case you can't make your regular time on occasion
- Emphasis on implementation of knowledge – not just more knowledge
- Online support network of current and past program participants
- *In process of submitting this program to HRCI for review of approval for PHR, SPHR, or GPHR recertification credits.*

Month at a Glance	
Week 1	<ul style="list-style-type: none"> • Monthly Teleclass • Corresponding workbook - includes tools, techniques, templates, etc. • Buddy Meeting
Week 2	<ul style="list-style-type: none"> • Individual Coaching Session* • Optional Buddy Meeting
Week 3	<ul style="list-style-type: none"> • Mastermind Call • Buddy Meeting
Week 4	<ul style="list-style-type: none"> • Individual Coaching Session* • Optional Buddy Meeting

*Platinum Option: Upgrade to 1 hour coaching sessions for higher impact and change.

What will be covered each month?

- **Month 1- Trust Yourself**
 - Build/heighten overall confidence in current skills and abilities
 - Define specific skills which make a strong strategic partner
 - Assess skill level based on definition
 - Create and begin executing against an action plan for addressing gaps
- **Month 2 – Be Trusted**
 - Build skills in a number of quick rapport building techniques
 - Learn specific steps to enhance and strengthen trust
 - Implement techniques in everyday life
 - Continued coaching through action plan and on any additional obstacles
- **Month 3 – Assess and Plan**
 - Learn and use key methods of gathering organizational information
 - Learn and use the latest systems thinking methods to create a clear picture of the organizational needs
 - Prioritize long and short term goals for solving strategic issues based on assessment made using systems thinking model and relevant criteria
 - Continued coaching through action plan and on any additional obstacles
- **Month 4 – Influence and Implement**
 - Learn the latest techniques in influencing
 - Create a change plan based on a new hybrid organizational and personal change model
 - Begin executing on plan as needed
 - Continued coaching through action plan and on any additional obstacles
 - Define next steps and how to maintain momentum

What is the total cost of the program?

- Basic Program Cost: **\$2200**
- Platinum Program Cost: **\$3000**

All major credit cards accepted, payments can be made in monthly installments if necessary

When does the next program begin?

January 2009

How do I apply for the program?

HR Professionals interested in participating will need to apply for the program to ensure all participants get the most out of their experience. Each coaching program accepts a maximum of 14 HR Professionals. Please contact Silvia Johnson for an application and to schedule your 15 minute assessment. You can reach her at 408-879-9431 or at silvia@insightssc.com