

Solution Focused Leadership and Coaching For Managers and Head of Departments

11-12 May 2017 | Hartsford Conference Centre, KL | 9:00am – 5:00pm

Your Challenge: Making Coaching and Change SIMPLE in your organization

A positive revolution is quietly spreading through the world of organizational and personal change. Coaches, leaders, managers and consultants across the globe are discovering the positive power of the **Solution Focused Coaching Approach.**

Solution Focus is part of the new wave of thinking about effective change that includes Appreciative Inquiry, Positive Psychology and NLP. Solution Focus is a big idea that focuses on small steps and keeping it simple. This means that you can start using it to improve your business and your life straight away. Harness the positive power of the solution focused leadership coaching if you are a:

- Leader looking to sharpen your coaching and leadership skills
- Manager wanting to raise awareness and generate responsibilities for action
- Trainer desiring a more positive and impactful approach
- Consultant needing a structured, creative, fluent and engaging style
- Mentor looking for 'how to' skills to get better results with mentees

Our Solution: Apply Solution Focused Coaching to Business and Everyday Life

Applying a **strengths-based perspective** using "The Solution Focused" approach offers a powerful yet subtle way to **positive change**. It takes you beyond outmoded ideas, replacing over–complicated theories and methods with a dynamic, intensely practical approach that provides the positive outcomes that organizations crave.

Why Solution Focus is the Answer?

- It's simple offering a simple and clear structure for coaching sessions that is easy to learn.
- It emphasises on Practice what's already working so it offers a practical route away from a blame culture
- It's deliver results highly effective in getting results quickly
- It's Boost Productivity Learn how to guide your colleagues towards their goals by using powerful questioning techniques.
- It's focus practical problem-solving alternative to identify what is working within an organization and amplify it rather than what isn't.



Gain Key Insight from the Expert: Simon Lee

Simon Lee is one of Asia's pioneer executive coaches specializing in leadership development and strength-based change. Simon is the first Accredited Master Executive Coach in Asia and is credentialed by the Association for Coaching, UK, the Canadian Council of Professional Certification and the International Coach Federation, USA. He is a Founding Fellow of the Institute of Coaching Professional Association at McLean Hospital, Harvard Medical School Affiliate. Additionally, he is certified to administer the following instruments: Extended DISC, LINKAGE LAITM, OPQ32, EQ-I 2.0 and VIA PRO Character Strength Analysis.



International Speaker, Certified Solution Focused Coach, Master Trainer & Strategic Consultant - Sunil Hasmukharay

Sunil Hasmukharay is an international speaker since his tender age of 17, among the youngest Certified Solution Focused Coaches in the world, Master Trainer and Strategic Consultant over close to a decade. He brings with him more than a decade long corporate experience, more than 16 years of significant leadership roles in the both local and global arena. His long history of leading diverse groups globally, high level of motivation and leadership experiences has led him to becoming a much sought after local and international speaker, master trainer and coach over the years. Sunil is regarded as a strategist and thoughtleader in developing Solution Focused and Strength Based leaders, shaping talents and empowering workforce and driving high performance in corporate organizations. He is actively engaged in coaching leaders and budding entrepreneurs to help them achieve their personal, organization and business objectives. In the last 16 years, he has addressed more than 42,000 people from over 69 nationalities in more 18 countries. He is a Certified Solution Focus Coach (CSFC) by Canadian Council of Professional Certification (CCPC), Canada, Certified Solution Focus BRIEF Coach (CSFBC) by University of Toronto (UoT), Canada, Certified Solution Focused Facilitator by Solution Surfers & International Coach Federation (ICF), United Kingdom, Certified Cultural Transition Process Team Leader, United States of America (USA) and was also conferred the Certified Vision Engineer by World Association of Visioneer & Entreprenologist (WAVE) United States of America (USA).

Simple and Effective Tools to Empower Your People and Team

Key Takeaways

Incorporating case studies, practical tips and discussion points, you can easily apply the skills and techniques to most organizational setting. At the end of the program, participants will be able to:

- Focus on solutions not problems the underlying assumptions that make Solution-Focused BRIEF Coaching Model so refreshingly and effective
- •Lead a high performance team through Enthusiasm, Support and Motivation
- Change happens in small steps Begin coaching informally, through daily dialogue with employees
- Understand tams and learn how to handle group coaching using strength-based questions to engage teams and cocreate ways forward
- People already have the resources they need to change use systematic and effective coaching tools to help employees harness and build on their strengths
- Practical skills for working with staff in ways that enhance their sense of competence and effectiveness
- •The 'Miracle Question' Find their positive core and leverage their strengths to build a strong team
- New techniques and trends in Solution-Focused Performance Management

Program Content

DAY ONE:

Introduction and Participants' Expectations

- Your needs and input
- •Strength-based Solution Focused Approach
- Role of Manager/Leader in Coaching

Activities and Discussion:

- •Ice Breaker An Appreciative Welcoming Activity
- •Who to coach? What to coach? When to coach?
- Distinction between Coaching, Mentoring & Counselling

Practicum:

- Problem Talk vs Solution Talk Exercise
- Solution Focused Coaching In Action
- Building a Coaching Relationship

Activities:

- Using the BRIEF model for coaching
- Practice Personal Paradigm Shift Coaching in pairs
- Coaching Practice Working in a Triac Coach, Coachee, Observer
- Connecting with the Coachee Reframing and Reflecting Exercises

DAY TWO:

Discussion:

• Coaching through Change

Activities:

- Coaching through change cards sort activities
- Coaching Conundrums

Discussion:

- Goal Setting Process, Performance and Outcome.
- Coaching for Performance & Development
- Coaching High Performers & Under Performers

Activities:

• Experience Performance under Pressure and draw on your mental toughness

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• Coaching Conversations Practice - Use of 'live' coaching scenarios

Discussion:

- Coaching Conundrums
- Use of Appreciative SCORE Cards

Registration or Enquiries

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For full details of this certification program, please visit ${\bf www.hcconsultantsgroup.com}$

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Our Coaching Partner:

Our Strategic Partner:



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