



LEADER AS COACH

——Solution Focused Brief Coaching for ——Leaders and Managers, Advanced Leadership Series



Leader as Coach is a new series of action-learning leadership coaching workshops targeted at senior managers and leaders who want to sharpen and advance their leadership coaching skills to become more effective Coaches. It is centered on three two-day modules, where you will learn how to:

- ☑ Apply the principles of solution focused brief coaching for lasting impact
- ☑ Enhance your leadership coaching repertoire with new and powerful coaching tools
- ☑ Deploy advanced leadership coaching concepts and strength-based approaches within teams and organizations
- Work with appreciative ideas in everyday management contexts, including performance coaching, feedback and feed forward
- ☑ Discover how the distinctive solution focused brief approach gives you the edge to higher ground leadership.

This training promise to be an energizing experience for you and you will take away new skills that you can apply back at your workplace immediately.

MODULE 1 11-12 May 2017 05-06 July 2017

BRIEF Coaching, Plain and Simple (Foundation of Solution Focused)

A two-day practical introduction to Solution Focused Brief Coaching.

This first live training module will enable you to experience and start using the powerful simplicity of Brief Coaching right away. This approach is proven to work fast and effectively in the most challenging situations. It is fun to learn and can be adapted to many different settings.

Key topics covered in Module 1 include:

- Building on your existing competencies and discover how you can be most useful to your coachees (employees)
- Experiment with the essential elements of a Brief coaching conversation and a set of coaching cards
- Deploy the magic of solution focused questions as a powerful tool within a wide range of situations
- Ensuring effective communication in a coaching session

MODULE 2 01-02 June 2017 10-11 Aug 2017

Rethinking Performance

(Coaching for People's Strengths)

In the second two-day live training module, join your coach, peer group and fellow managers and leaders to build your skills through live coaching activities and strength-based conversation. Discover how you can apply the solution-focused brief coaching approach to your own work.

Key topics covered in Module 2 include:

- Clarifying your current level of competency
- Exploring the usefulness and consequences of desired future actions
- Use the unique appreciative tools to build positive change in a wide range of work settings
- Core Competencies for Effective Leadership Coaching
- Where to apply your focus different ways to use Solution
 Focused Brief Coaching to make progress at work
- Explore the use of advanced SCORE questions

" If you want things to be different, perhaps the answer is to become different yourself. " - Norman Vincent Peale

Follow-up Coaching Clinics

To ensure sustainability of the coaching culture, we recommend that one-on-one executive coaching and shadow coaching (including a team shadow coaching session) be introduced after the 2-day workshops. This will support participants in their practice and deploying the coaching skills habitually after the workshops. Two follow-up shadow coaching sessions and two one-on-one executive coaching sessions will be conducted to develop these skills further.

Follow-up Coaching Clinic is one of the most powerful ways to help the participants to reinforce their learning by continuing to build on their coaching competencies. Coaching Clinic provides a platform for the participants to continue practice and sharpen their coaching skills. It allows participants to upscale their coaching skills as well as learning from other coaches through experience sharing. It is an important foundation to build a coaching community of practice to support the coaching culture within the organization.

Participants will each have an executive coach assigned to them. They will benefit from personal coaching and have a coach supervise how they are applying their new skills at work (via shadow coaching sessions). This will support the re-learning post-workshops.

Additionally, participants demonstrate their commitment to learning by clocking 10 hours of coaching practice after attending the program. This will be supported by the use of a BRIEF Planner which comes with forms for note taking and journaling. Participants are encourage to also share their learning at the end of the program. Participants should record their coaching sessions for self-reflection.

Recognition

Participants who complete the entire coaching program will be awarded a **Leader As Coach Certificate** accredited by the Canadian Council of Professional Certification. This will give them advanced standing towards the **Certified Solution Focused Coach (CSFC)** credential when they choose to upgrade their professional status in future.

Harness the positive power of solution focused brief coaching if you are a:

- Leader looking to sharpen your coaching and leadership skills
- Senior Manager wanting to raise awareness and generate responsibilities for action
- Internal Coach needing structured, creative, fluent and engaging approaches
- Mentor looking for 'how to' skills to get better results with mentees

Advanced Leadership **Series Outline**







This training promise to be an energizing experience for you and you will take away new skills that you can apply back at your workplace immediately.

21-22 July 2017 MODULE 3 06-07 Sept 2017

Team Coaching with the Solution Circle

This third two-day live workshop will be an Action-Learning Module where participants will bring challenging coaching situations into the class. Face-to-face coaching sessions by you and for you, to keep you focused, inspired and learning throughout the programme.

Key topics covered in Module 3 include:

- · Apply solution-focused methods with groups and teams
- · Choose and use the eight steps of the Solution Circle
- · Become an effective team coach as a manager or external resource
- · Engage team members in finding useful action steps
- Leverage challenges and difficulties in the team to build progress
- Gain confidence and safety in working with groups

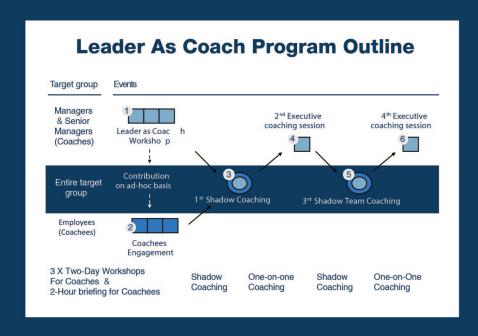


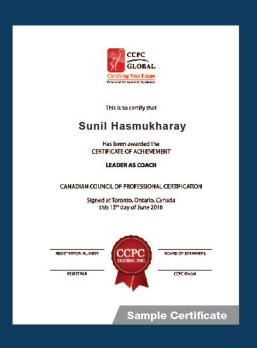
Over the entire six days (3 x 2-day workshops), you will get personal coaching on issues of your choice, and your coaching practice will build up your confidence and experience.

This program is a compelling mixes of presentations and activities, each step building your knowledge and skills. You'll apply the tools and concepts to real cases and your own real-life work situations. This means your skills will improve fast, enabling you to put your learning to good use immediately.

As we progress through the leadership workshop series, you will equip yourself with the essential skills of solution focused, which meets the standards of the Canadian Council of Professional Certification (CCPC Global) and the Association for Coaching (AC UK). Completion of this program will entitle you to exemptions from three of seven modules of the Certified Solution Focused Coach program should you decide to continue to complete the certification in the future.

" If you want things to be different, perhaps the answer is to become different yourself. " - Norman Vincent Peale







Simon Lee is Managing Partner and Master Executive Coach of BRIEF Academy. He is one of Asia's pioneer executive coaches specializing in Higher Ground Leadership and Solution Focused Brief Coaching. He has over 25 years of business management experience and works with organizations to provide innovative solutions that illuminate the strengths of leaders to propel positive change.

Simon has presented internationally and across many cultures having done work in Japan, Thailand, China, South Korea, Malaysia, Canada, Myanmar, Vietnam, Indonesia and Egypt. He has trained more than 10,000 managers and senior leaders on strength-based approaches and is a Mentor Coach to aspiring internal Corporate Coaches.

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.



Sunil Hasmukharay has been an international speaker since the 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 become a much sought-after local and international speaker, master trainer and coach over the years. Sunil is regarded as a strategist and thought-leader 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).



About Solution Focused (SF) Academy

SF Academy was founded with the passion and desire to make the Solution Focused Approach and Appreciative Inquiry work for each of our client and to spread the effective use of the Solution Focused and Appreciative approaches in the Asia Pacific Region.

Our pledge is to provide the highest quality leadership development, coaching, training and career services possible that deeply impact individuals, transforms organizations and produces significant and lasting results. We use strength-based approaches to help you and your teams achieve peak performance, improve your level of productivity, with results that positively impact your bottom-line. Everything we do is solution focused, strength-based and appreciative.

At SFAcademy, we offer:

- Executive Coaching
- Appreciative Leadership Program
- Appreciative Inquiry Coaching
- Coaching for High Performance
- Career Coaching & Talent Development
- Executive Coaching & Mentoring
- Solution Focused BRIEF Coaching
- Team Coaching with the Solution Circle

- Bridging Generation Gap Through Solution Focused Coaching
- Personality Profiling & Assessments (Extended DISC, Linkage LAITM, EQ-I 2.0TM, VIA PRO, Standout 2.0, Strengths Finder 2.0, etc)
- Leader as Coach Accreditation Program
- Canadian Council of Professional Certification program leading to the Certified Solution Focused Coach [CSFC] accreditation.
- ICF Accredited Coach Training Program in partnership with Solution Surfers, Switzerland, leading to the Professional Certified Coach [PCC] credential.

Our partner, BRIEF Academy's coaching competencies also meets the standards of the ICF (International Coach Federation, USA), for Coaching) and the CCPC the AC UK (Association Canadian Council of Professional Certification). Our coaching programs lead to accreditation by the ICF (International Coach Federation, USA), the AC UK (Association for Coaching) and the CCPC (Canadian Council of Professional Certification).

Registration or Enquiries

SUNIL HASMUKHARAY

JOYCE LEE

□ +6012 277 0723 ☑ joyce@hcconsultantsgroup.com

For full details of this certification program, please visit www.hcconsultantsgroup.com



 Our Coaching Partner:

er: Our Strate



BRIEF Academy Pte Ltd (RCB 200616096R) 8 Temasek Boulevard, #42-01 Suntec Tower Three, Singapore 038988 Our Strategic Partner: