



Coach-Like Leadership

An approach, mindset, and process that helps leaders bring out the best in their teams

The nature of work has changed: it has become more agile, collaborative, and cross-functional. Today's teams are facing immense pressure to move fast, be strategic, while, at the same time, doing more with less. In this environment, leaders need a new approach founded in coaching practices that supports collaboration, increases accountability, and elevates team performance. By adopting coach-like habits, leaders become multipliers of the talent on their team, enabling individuals to exceed their potential.



Leaders gain practical skills for today's workplace



Listen to understand, make connections, and build on ideas, encouraging collaboration and co-creative problem-solving



Ask powerful questions that encourage insight and clarity, helping team members reframe challenges and look at them from a different perspective



Create consistent commitment to accountability and action among the team, providing support in a way that fosters independence



Deliver tough feedback clearly and confidently, establishing a productive path forward



Coach-Like Leadership is a dynamic six-week virtual program

Built by a team of facilitators with broad executive leadership experience, *Coach-Like Leadership* focuses on skills that are relevant for real workplaces, not on theory. Participants bring their own leadership challenges to the table and make progress on them throughout the program.

The six-week program seamlessly combines weekly virtual facilitated sessions, reflection exercises, application activities, and an online peer community to create an immersive learning experience. This action-learning approach delivers new content in bite-sized pieces and gives participants plenty of opportunities to experiment with the new skills they are learning.

Topics covered in the program include:

- Introduction to the coaching mindset
- Personal leadership assessment
- Foundational coaching skills: Listening, powerful questioning, and reframing
- Strategy to drive accountability
- Structure for dialogue that creates commitment to action
- Delivering helpful feedback

"The feedback from our first session this morning from our participants was excellent. The team was very pleased with the content and felt that the facilitator was a relatable and very effective trainer. One of our highest performing leaders said that this was the best training he has received in his 5 years here! So, well done, thank you. We are really looking forward to the next session!"

**Director,
People and Culture**

Organizations are transformed when leaders become coaches



Productivity rises with greater accountability, giving leaders more time to focus on strategic activities



Teams collaborate more effectively because relationships are built on a foundation of trust



Work becomes more agile as individuals take more initiative in problem-solving



Innovation is unleashed as leaders empower their people to contribute ideas and ask powerful questions

About Verity and theLEADhub

Verity is a Canadian HR consulting firm focused on Leadership & Talent Management, Career Transition, and Organizational Development. We created theLEADhub to give leaders practical strategies that are simple and effective. Our programs build the skills of leaders at every level, from those learning to lead to executives.

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