

Look No Further: HR is the Coach

Become more than **one** HR person to approach when one is in need.
Become **the** HR person to consult.

Why You Need to Think About This

As budgets get smaller, the pile on your plate, as an HR professional, gets larger and more complex.

Complaints and concerns of numerous types increase when times get tough, and the requests you receive during downturns are in addition to the routine inquiries you receive any day of the year, in any economic climate.

What You Must Do

Employees and their managers now require guidance regarding what actions to take and what words to use—as they navigate through continued uncertainty.

In daily conversations, there are options on how to operate.

The most common choice is to administer advice and swiftly direct people towards solutions.

Or, you can think bigger. You can think strategically on how to most efficiently use your expertise towards helping the organization thrive in lean and flush times.

How You Can Do It

Using coaching in your 1:1 and team meetings with your clients increases your visibility as an expert and that of HR as a strategic function.

When HR managers, directors, and VPs use coaching models and tools to aid their clients in identifying and solving challenges, they offer expertise of a transformational nature.

This 6-part webinar is ideal for HR professionals with limited coaching experience and knowledge as well as those who desire a practical refresher of just-in-time coaching methods.

Investment

- \$445.00
- Government agencies, universities, and nonprofits are eligible for a 20% discount. Three plus attendees from an organization receive 30% discounts.

Session Dates & Time

- February 9, 16, 23, and March 2, 9, and 16 session dates
- 10:00-11:30 am Pacific time/1:00-2:30 pm Eastern/5:00-6:30 pm Greenwich



End results include:

- Change your technique to problem solving with clients,
- Increase your strategic agility and raise the profile of HR within your organization,
- Approach 1:1 conversations with a consultative mindset, and
- Become aware of coaching models and tools and begin to apply them.

Details:

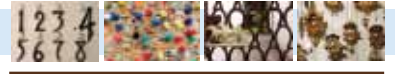
- 6 sessions of 90 minutes,
- PDFs of session outlines and handouts, and
- Sessions recorded and available for viewing.



THE BULLING TOWNE GROUP, LLC

Toll free +1.800.789.8449
SF Bay Area Office +1.415.744.1991
Fax +1.415.963.4241
coach@bullingtowne.com
www.bullingtowne.com

Before you run, you walk. Before you lead, you manage—well.



Agenda

Look No Further: HR is the Coach

Session 1: Introduction to Coaching

1. Fundamentals and History
2. How it Can Affect HR's Strategic Role
3. How it Helps the Organization and What the Value is to the Business

Session 2: Emotional Intelligence & Understanding Why Change is "Hard"

1. EQ: The What, Why, and How
2. Identifying Readiness and Resistance
3. Being HR and a Coach

Session 3: Models, Tools, & Best Practices

1. Useful Coaching Models
2. Tools and Handouts to Help You Coach and Help Your Clients Change Behaviors
3. Getting Started

Session 4: The Business Application

1. When to Use Coaching and When it's Not Worth it
2. Different Levels of Employees Matter
3. How to Work with External Coaches
4. Exploring Assessments

Session 5: Case Studies & Practice

1. Demonstration
2. Practice #1
3. Practice #2

Session 6: Sustainability

1. Reports from Group Work
2. Inside Marketing
3. Next Steps



THE BULLING TOWNE GROUP, LLC

Toll free +1.800.789.8449
SF Bay Area Office +1.415.744.1991
Fax +1.415.963.4241
coach@bullingtowne.com
www.bullingtowne.com