

Do you want to create goal oriented coaching culture that enables self-leadership in three months?

Coaching as a leadership tool

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Why coaching is important part of leadership skills

- Competition of best workforce is intense, leadership is an area where companies are expected to perform better – “employee doesn't leave a job, one leaves a poor boss”
- Organizations that have a coaching leadership culture drive performance against strategic goals, create a point of difference and improve engagement, productivity and retention. A coaching culture is a necessity to enable self-leadership, innovation, development and a psychologically safe working environment.
- To start implementing a coaching leadership style and build up a coaching culture in an organization requires focus, dedication and time to practice. This is what we can offer you in this leadership training set up.
- Coaching as a leadership tool help leaders help individuals to develop their work, work related habits and themselves.

Coaching as a leadership tool

Goal of this training process is to develop participants coaching skills and implement those to one's everyday leadership.

Contents

- Coaching, what it is and why it matters
- Coaching is goal and result oriented
- What kinds of leader do I want to be
- Coaching as a part of one's leadership toolkit
- Coaching skills; asking, listening and being present
- Practicing, practicing, ... on how to coach your team and individuals
- Own development goals and how to execute the desired change in leadership
- How will I communicate the change I'm planning to make in my leadership

Contents can be tailored!

Training process

- This training consists of three sessions, each being 3 hours long
- These can happen online or as a live training session
- Sessions are held in a tight schedule to support the decided change in everyday leadership, the actual schedule depends whether the process includes individual coaching sessions or not
- Optimal frequency is every three weeks, except follow-up after 3 months
- Optimal group size is 8 participants or less to ensure the results promised

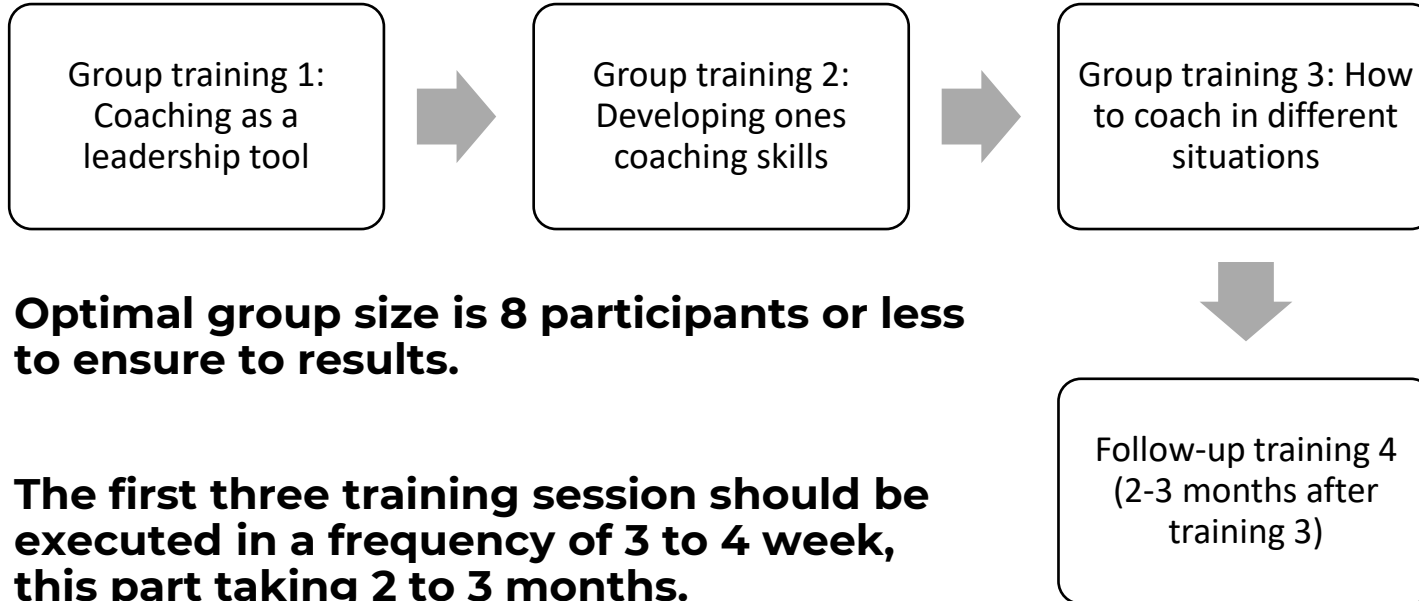
- We offer you two coaches Harriet and Minna for this program
- **With Harriet and Minna this program can be executed in Finnish, Swedish and in English and in different locations in the same time period**

Individual coaching session enhance impact

- This training program can be executed with individual coaching sessions or without them
- Individual coaching sessions personalize the training to meet individual situations and needs
- This enhances the effectiveness of the training significantly

The most effective execution of this training is made with small group and individual coaching sessions!

Training program, no individual coaching sessions

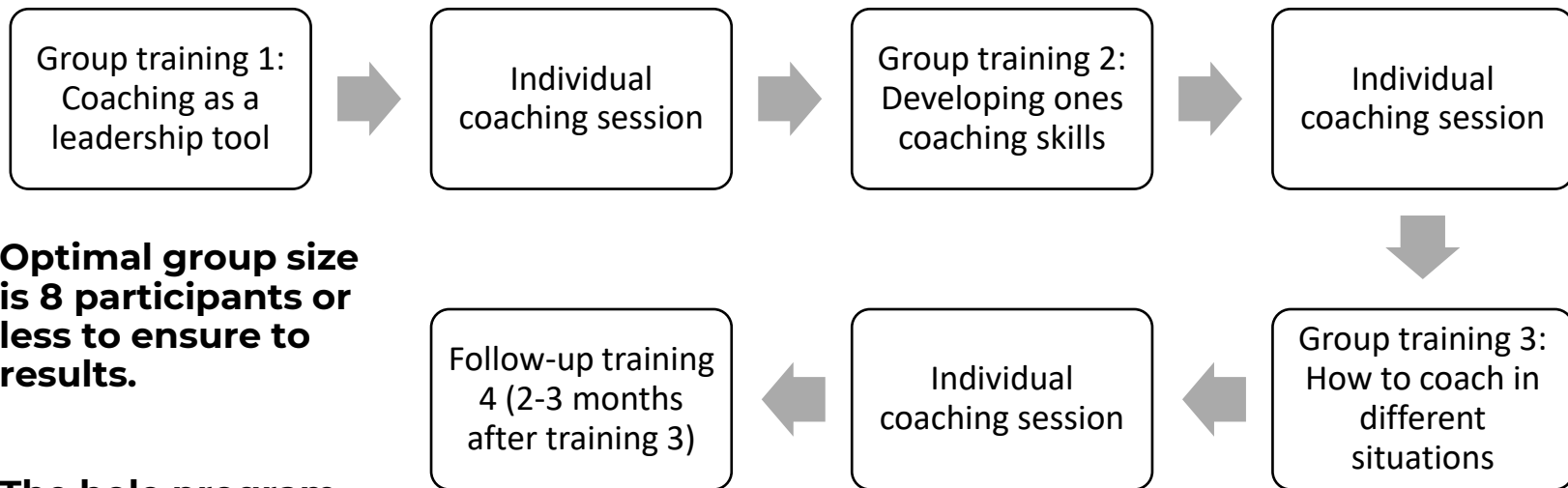


Optimal group size is 8 participants or less to ensure to results.

The first three training session should be executed in a frequency of 3 to 4 week, this part taking 2 to 3 months.

Training program with individual coaching sessions

Individual coaching sessions increases the impact and ensures a change in leadership! The change start right a way.



Optimal group size is 8 participants or less to ensure to results.

The hole program will take 4 to 5 months + follow-up training.

Training sessions

Group training 1: Coaching as a leadership tool

- Coaching, what it is and why it matters
- Coaching as a part of one's leadership toolkit
- What kinds of leader do I want to be: strengths, development areas and how to coach, my goals as coaching leader
- GROW as a tool for coaching
- Homework (practicing and reflection)

Group training 2: Developing ones coaching skills

- Reflection on homework
- Coaching is goal and result oriented
- Coaching skills in different channels
 - Asking and being present
 - Listening levels, how to listen in different channels and different things
- Homework

Group training 3: How to coach in different situations

- Reflection on homework
- Coaching in different situations
- How to coach a team
- How to communicate the change
- How the change will unfold
- My own development plan

Follow-up training 4 (2-3 months after training 3)

Goal of this training process is to give the participant tools for coaching.

Contents can be tailored and combined with other leadership topics.

Harriet Bodö



Harriet Bodö from Coach Me & More works as a leadership coach and team coach as well as a speaker and trainer in remote work, hybrid organisations, leadership, well-being at work and self-leadership. Harriet has extensive leadership experience in customer service, and operations, in international organizations with teams and employees in different countries. Harriet has extensive knowledge in remote work, remote leadership, agile working methods and how to build well-functioning and efficient teams.

Harriet Bodö is a trained ICF Associate Certified Coach (ACC) and also a certified supervisor in the tools EASI and SDI. She is active on Åland, in Ostrobothnia and Swedish Finland, she also has assignments in international Nordic organisations. Harriet coaches and educates in Swedish, Finnish and English.



Minna Valonen

Minna Valonen is experienced changemaker, PCC level business coach, leadership development professional, resilience trainer and strategy and HR professional. She's solution-focused, goal-oriented and able to see the big picture. Her approach is organized and systematic. She is energetic, and get people inspired.

Previously Minna has worked as a director in HR, communication and change and transformations.

CC Valonen Oy
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CC Valonen's mission is to help an organization execute change successfully. Key components are a clear and meaningful goal, participating personnel, implementation and good communication throughout the change.

#change #coaching #change coaching



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**UUDISTU.
KASVA.
ONNISTU.**

Other information



All these services are available in Finnish,
Swedish and English.

**Services are offered in co-operation by
Coach me and More and CC Valonen.**

**Valid VAT will be added to the
prices.**

The program will be invoiced
after the first training session if
something else is not agreed
upon. Invoicing with 14 day
payment time.

YOU DIDNT COME THIS
FAR TO ONLY COME
THIS FAR

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Recillience trainer, FM, HHJ

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