

WELCOME TO HUMAN CAPITAL COACHING



ASSESSMENT AND ROLE IN COACHING

TEAM CAPABILITY AND STRENGTHS

- ◆ Understand "assessments" and their role in Human Capital Coaching
- ◆ Learn what assessments are used for in the workplace
- ◆ Get an overview of some common assessment categories
- ◆ Adopt and use an incumbent assessment tool

COACHING CHANGE

LEADERSHIP 101

ELEGANT DRIVE TO SUCCESS

- ◆ Recognize change is a constant
- ◆ Learn strategies to alter the energy around change into a positive force
- ◆ Understand the framework in times of change presented to the coach – (challenges and opportunities)
- ◆ Communicate as a coach and leader
- ◆ Align human capital intention with the forces of changes to get the launch into a trajectory of success.

The Human Capital Coaching Program also provides:

- ◆ A dynamic resource library
- ◆ Support documents and related articles

CHANGE IS A CONSTANT...

An effective environment that fosters communication and supports human talent effectively aligns the energy of change with mission and goals. This fosters trust in the workplace. This is the key to rooting and growing human capital, putting the core principles of the Human Capital Coaching program to work. Besides fostering a strong, cohesive team environment, **Human Capital Coaching** can also be used for specific tasks:

- ◆ Succession Planning and Development
- ◆ Increase competence and confidence in managerial coaching
- ◆ Change Management Process
- ◆ Training and Development

The Human Capital Coach is in a role of leadership within the organization, often serving as a member of management or within a specialist capacity in Human Resources, Training and Development or Organizational Development. In all cases, "coachable moments" within the organization come in many forms. While working with you to build coaching skills, CTA will also help you build a framework to approach the organization design and structure alignment and introduce a simple model for understanding how to match the talent of the organization with the work that needs to be done. These core elements are the basic tools you will need to successfully coach your organization from within.



For companies who want to host on site Human Capital Training, CTA can make arrangements with a commitment of 9 confirmed students. For more information contact our Director of Admissions.

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Coach Training Alliance



WHAT IS THE HUMAN CAPITAL COACHING PROGRAM?

Great leaders who have sustained organizational success have also been great coaches, and sustained success comes from managing and building those co-creative relationships, long-term.

This 16-week comprehensive live training course combines curriculum with **group mentoring, real-time coaching practice, critique and feedback** led by proven leaders in the coaching community. It's hands-on, real-time and empowering. You truly understand where you fit within the organization and how to align and fuel your talent to the best of your ability – and get recognized for it.

When an organization uses coaching tools effectively, there are a variety of positive results, including:

- ◆ Improved Communication
- ◆ "Good" turnover in lower numbers
- ◆ Improved efficiency as the right person is matched with the right work responsibilities
- ◆ Ability for leadership to execute strategy faster and more fluidly using the best human talent at their disposal
- ◆ Healthier work force
- ◆ Culture focused on organizational performance for personal growth

The Human Capital Program provides a foundation for you to develop a resource within the organization to lead and support growth and change.

The skills offered through the certified **Human Capital Coaching** program help internal leaders determine the best, most fulfilling ways each individual can help "fuel" the organization's overall intention and goals.

HUMAN CAPITAL COACHING PROGRAM AND CORE AUDIENCES

The Human Capital Coaching program takes our **decades of success** in training thousands of life coaches, and puts it into a value packed course organizations can use to revolutionize their internal culture. Program authors are proven leaders in managing and leading through change. They have and continue to grow successful businesses in financial services, consulting, data analytics and professional services. By melding **proven coach training, leading theories of organizational design and talent management** CTA presents a concise, effective program to allow their knowledge to lead your experience in growing and managing human capital.

HELP PEOPLE CO-CREATE AND CHANGE PROCESSES BY APPOINTING ONE OR MORE LEADERS WITHIN YOUR ORGANIZATION.

It's perfect for CEO's, senior and middle level managers, HR professionals or entrepreneurs.

Coach Training Alliance (CTA) is very dedicated to one-on-one, hands-on learning with personal attention. **Class sizes are capped at 12** to ensure effective, real, hands-on learning from our faculty. The program is available delivered web and tele-class, which means there is no travel required. ICF approved, CTA has successfully trained thousands of coaches over the last decade in this format. Our real time sessions with dedicated staff have resulted in successful coaches across the globe (13 countries and counting).



HUMAN CAPITAL COACHING COURSE BREAKDOWN:

FOUR MAJOR AREAS OF FOCUS:

1. Coaching from the Center
2. Game Time – Understanding the Field and the Players
3. Effective Coaching Tools
4. Become your Organization's Human Capital Coaching Resource ... Five Steps to Sustainable Leadership Success

No matter where you place yourself in the organizational chart, participants who have taken the Human Capital Coaching program:

- ◆ Increase their competence and confidence
- ◆ Are able to lead team members to greater success
- ◆ Tie coaching to strategic initiatives
- ◆ Can fit the training into a busy professional work schedule without a challenge

Human Capital Coaching also provides specific knowledge and skill development for:

ORGANIZATIONAL DESIGN

- ◆ Theory and application of organizational design
- ◆ Define the ideal structure of a high functioning organization and through which context and coaching goals can be defined and communicated defining "place"
- ◆ Learn the bridge between an organization's strategy, leadership and work flow hierarchies

