

# Coaching for Supervision



Purpose: To fully live out the Green House empowered staff model, organizational leaders need coaching skills, a coaching mindset, and tools to develop and sustain a collaborative coaching culture. Coaching is a relational approach of meeting people where they are and helping them to grow in their problem solving skills, without telling them what to do.



## OVERVIEW

Coaching for Supervision is a three-day experiential session to equip Green House Guides, the supervisors of the self-managed work teams, Directors of Nursing, administrators and other leaders with foundational coaching skills applicable in workplace situations. Accredited by the International Authority for Professional Coaching and Mentoring, this class explores coaching-based communication and problem-solving skills for leaders.



## SESSION GOALS

- Develop coaching-based communication and problem-solving skills: presenting the issue, active listening, self-awareness, and self-management.
- Apply a balance of support and accountability to individuals and self-managed work teams.
- Discover coaching skillset and mindset to support participatory decision-making process.
- Identify one's own advice monster and triggers for a telling approach.
- Examine GHP research related to decision-making and develop approaches for coached collaborative decision-making.
- Devise strategies for the growth and sustainment of a collaborative coaching culture.



## WHAT PEOPLE ARE SAYING

- “ I am aware now that rushing is not really effective and it leads to assumption. I have to be curious all the time and be like a "question machine" when coaching.
- “ I learned so much valuable information and techniques to coaching and teams
- “ The coaching supervision class has provided me skills to become a better DON and facilitator.



Coaching for Supervision is part of the coaching curriculum from the Green House Learning and Growth Center.

## DETAILS

- 24 hours of content
- Virtual and in-person options
- NAB credits available
- Nursing contact hours available through the Maryland Nurses Association
- Each participant receives:
  - Learner Guide
  - Copy of the book, The Advice Trap
  - 1 on 1 coaching practice sessions

## AUDIENCE

- Open to Green House adopters and cultural transformation sites
- Green House Guides
- Directors of Nursing/Nurse Leaders
- Administrators
- Other coaching leaders