

Coaching for Partnership train-the-trainer



Purpose: A coaching culture is a vital component of the Green House model and a key strategy to effective workforce recruitment and retention. The train-the-trainer model builds sustainability by equipping in-house educators with skills to deliver the coaching class to clinical support team members and develop strategies for a collaborative coaching culture.



OVERVIEW

Coaching for Partnership (C4P) train-the-trainer is a two-day experiential session to equip inhouse educators with content to deliver a two-day coaching-basics class to all clinical support team members. The Green House coach-approach builds upon the empowered staff core value by shifting from a telling approach to a coaching approach. Practical, hands on activities apply the Green House coaching framework to real-life workplace situations.



SESSION GOALS

- Develop coaching-based communication and problem-solving skills: presenting the issue, active listening, self-awareness, and self-management.
- Relate this curriculum to the development of a collaborative coaching culture.
- 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.
- Demonstrate the adult-learner centered training approach.
- Perform coaching practice sessions with clinical support team members.



WHAT PEOPLE ARE SAYING

- ” *The highlight for me was the feedback on my performance and the coaching techniques. I feel more equipped to facilitate this class.*
- ” *I learned my strengths and weaknesses within the coaching approach. Now I know what I need to work on and which direction I want to go.*
- ” *I believe both facilitators were great at keeping us engaged, very personable, and overall presenting the material. I learned so much from both individuals.*



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

DETAILS

- 16 hours of content
- Virtual sessions
- 1/2-day and full day formats
- Additional mentoring support available
- Each participant receives:
 - Facilitator guide with detailed teaching instructions
 - PowerPoint slides
 - Learner guide template
 - Coaching posters

AUDIENCE

- Open to Green House adopters and cultural transformation sites.
- It is recommended that each organization has two C4P educators, one of which is a clinical educator.