

Coaching for Partnership

Direct-to-Learner



Purpose: A coaching culture is a vital component of the Green House model and a key strategy to effective workforce recruitment and retention. Clinical Support Team Members--including nurses, social workers, medical directors, activities professionals, therapists, dieticians and dietary managers, housekeeping managers, and spiritual care leaders--should be equipped with the tools to work in partnership with Shahbazim.



OVERVIEW

Coaching for Partnership (C4P) direct-to-learner is a two-day experiential session which equips learners with coaching basics. This class 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 and teaches Clinical Support Team Members how to be the ideal partners to the Self-Managed Work Team. Direct-to-learner education from GHP equips your team without dedicating valuable in-house educators.



SESSION GOALS

- Develop coaching-based communication and problem-solving skills: presenting the issue, active listening, self-awareness, and self-management.
- Construct action steps to work in partnership with hands-on care partners.
- 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 a coaching approach to interactions with hands-on care partners related to teamwork, decision-making, and elder care.



WHAT PEOPLE ARE SAYING

- “ I learned my strengths and weaknesses with the coaching approach. Now I know what I need to work on and which direction I want to go.
- “ Learning not to problem solve for others. Let go of control.
- “ A reminder to think before jumping in to solve someone else's problem, listen and guide them to the answer.



Coaching for Partnership Direct-to-Learner 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:
 - Pre and post session learning support
 - Learner handouts
 - 1-1 coaching practice

AUDIENCE

- Open to Green House adopters and cultural transformation sites.
- Clinical Support Team Members (including nurses, social workers, medical directors, activities professionals, therapists, dieticians and dietary managers, housekeeping managers, and spiritual care leaders)