

# Leading Empowered Cultures



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

Leading Empowered Cultures (formerly Coaching for Supervision) is a two-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. The class is taught over four half-day sessions. 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.
- 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.



Leading Empowered Cultures is part of the coaching curriculum from the Green House Learning and Growth Center.

## DETAILS

- 16 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
  - 1 on 1 coaching practice sessions



## AUDIENCE

- Open to Green House adopters and cultural transformation sites
- Green House Guides
  - Leading Empowered Cultures is a part of our Guide Academy, a set of classes designed to fully equip someone with the tools to be a GH Guide.
- Directors of Nursing/Nurse Leaders
- Administrators
- Other coaching leaders