



LEADER AS COACH
Workshops for Influential Leaders



Proposal

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ABOUT US

Canada Coach Academy (CCA) believes in igniting positive change in organizations worldwide, one conversation at a time.

With programs accredited by the International Coach Federation (ICF), we bring you the gold standard in leadership and management practice.

canadacoachacademy.com



WHY CANADA COACH ACADEMY?



Our mission is to help leaders transform difficult conversations into breakthrough conversations.



We are backed by 35,0000+ hours of coach facilitation and mentoring experience, in helping teams grow and unite..



Unique PERFORM™ Coaching Model is proven to deliver consistent, exceptional results for powerful conversations.



We partner to co-create a winning experience, and we are deeply invested in your success.



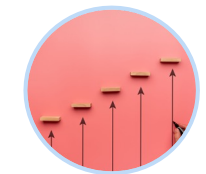
We are cross-cultural experts guiding you on how to make a real impact in diversity and inclusion.



Dynamic programs designed to maintain the attention of even the most distracted listener.



World class experienced facilitators all possess passion and coaching expertise.



We believe in your growth, potential & your ability to surpass even your own expectation.



LEADERS WHO COACH...

- Create **reliable systems** to manage progress.
- Engage more skillfully in difficult conversations.
- **Honour diversity** for its power to influence perspective & innovation.
- Deepen loyalty of valued employees as a result of **high engagement**.
- Promote **emotional intelligence** & resilience.
- Swiftly detect problems with ongoing **feedback loops**.
- Promote agile organizations through **shared knowledge & insights**.
- Promote **awareness & responsibility** for growth and independence.
- **Synchronize company strategy** with individual objectives.





THE RESEARCH IS CLEAR

- Coaching answers the need to develop healthy and positive leaders who are able to create psychosocial wellbeing in organizations.
- **Being an effective leader means being an effective coach.**
- Coaching skills are becoming an essential part of positive workplace cultures. A commitment to employees' growth is predominant in cultures where coaching is the main style of managing and working with others.
- Organizations are investing in training to develop coaching skills in their managers and leaders in order to enhance wellbeing and performance and facilitate organizational and personal change.
- Leaders who coach have been identified as crucial in developing and empowering employees.
- Organizations are providing leaders with training to acquire coaching skills to reduce cost and increase performance while solidifying engagement and retention.

[LEARN MORE](#)



A COACH APPROACH DEVELOPS CRITICAL SKILLS

SKILL	IMPACT
Timely Feedback	Ongoing feedback-loops delivered with permission, observation and partnering.
Global Listening	Listen for what is not said- the language and non-verbal cues that tells us what holds people back.
Appreciative Questions	Adopt a growth mindset that build on strengths and focus on the progress. Learn from failure to inspire growth.
Reframing	Shift from problem to possibility thinking using reframing strategies.
Manage Progress	Sustain & support people with powerful tools to benchmark their progress.
Emotional Quotient	Move from <i>good</i> to <i>great</i> by moving from self-awareness to self-management.
Goal Setting	Crystalize what success looks like. Checking assumptions to get everyone on the same page.
Cultural Fluency	Honoring diversity means leading with curiosity and perspective.
Empowerment	Creating a safe space for reflection, choice, mistakes and growth to allow people to discover their potential.
Presence & Rapport	A mindful practice of presence for optimal connection, clarity and collaboration.



**Re-imagine What Your People Are Capable Of,
Ignite Potential & Performance**



PERFORM™

Powerful coaching conversation
framework for leaders

Presenting Issue

End & Effective Goal

Reality

Fear Facing

Options

Re-Action

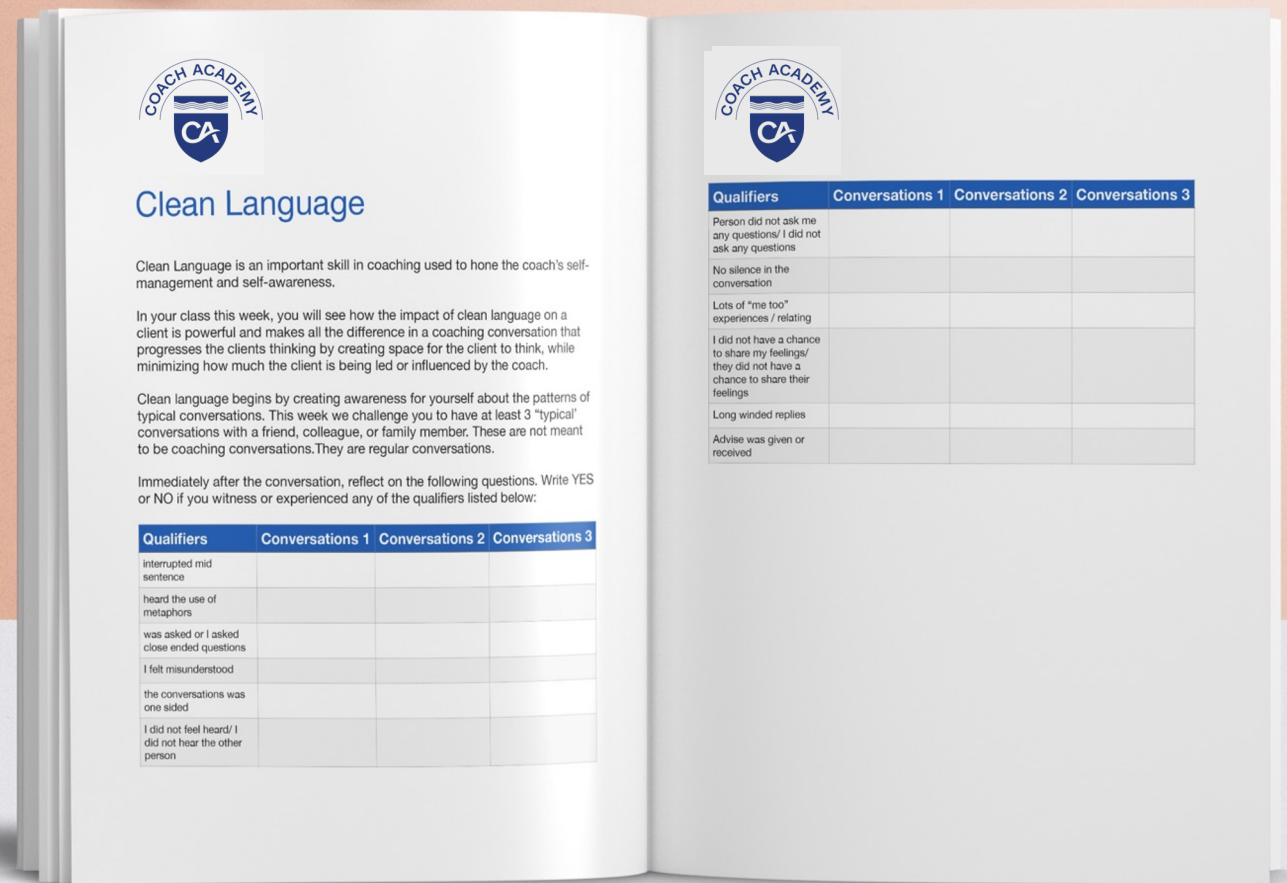
Manage Progress



Tool Box

Powerful tool to support growth and development.

A complete set of tools to manage success.





FORMAT & DELIVERY

- This program is offered in a fully digital format.
- Weekly schedule can be modified to fit your team's time management strategy.
- Multilingual facilitators upon request.
- Implementation over time is the key to successful integration of any new strategy in the workplace (we recommend 8-20 weeks implementation)
- We take a coach approach to delivery and facilitation, modelling coaching from Day 1.
- Capacity to deliver worldwide

DYNAMIC, INTERACTIVE VIRTUAL WORKSHOP DESIGN

Experiential

Discussion

5 Senses

Relevant

Self Reflection

Mentoring &
Support





À La Carte

CUSTOMIZED CORPORATE SOLUTION

Up to 40 ACSTH Hours : Workshop Units

Week 1 2hrs online	Intro What is a coaching conversation. <i>Weekly Challenge Assignment</i>	Week 6 2hrs online	Self-Management & EQ <i>Weekly Challenge Assignment</i>	Week 11 2hrs online	Presence, Engagement & Acknowledgment <i>Weekly Challenge Assignment</i>
Week 2 2hrs online	The Difference Coaching Makes <i>Weekly Challenge Assignment</i>	Week 7 2hrs online	Situational Leadership Case Studies <i>Weekly Challenge Assignment</i>	Week 12 2hrs online	Team PERFORM Framework Role Play <i>Weekly Challenge Assignment</i>
Week 3 2hrs online	Adopting A Coaching Mindset <i>Weekly Challenge Assignment</i>	Week 8 2hrs online	Feedback Framework & Coaching Up Role Play & Mentoring <i>Weekly Challenge Assignment</i>	Week 13 2hrs online	Learner vs Judger Role Play & Mentoring <i>Weekly Challenge Assignment</i>
Week 4 2hrs online	Reframing Difficult Conversations <i>Weekly Challenge Assignment</i>	Week 9 2hrs online	Crystalizing Goals Role Play <i>Weekly Challenge Assignment</i>	Week 14 2hrs online	Creating Awareness Role Play Case Study <i>Weekly Challenge Assignment</i>
Week 5 2hrs online	PERFORM Framework Role Play & Mentoring <i>Weekly Challenge Assignment</i>	Week 10 2hrs online	Cross Cultural Communication Role Play <i>Weekly Challenge Assignment</i>	Week 15 2hrs online	Closing Circle Role Play <i>Weekly Challenge Assignment</i>

TESTIMONIALS



NATHALIE GIARRUSSO

VP, TALENT MANAGEMENT

CCA is dedicated to the success and growth of teams. The training is world class, global and experiential. The learning can be immediately applied and felt in the organization. Leaders learn how to empower others to make decisions, own results and build stronger, more unified teams. In short, the Leader As Coach program is a practical and sustainable leadership program that has made a clear difference in our performance and potential.



BIJU MISRA

DIRECTOR, TRANSFORMATION & OPERATIONS

The Leader as Coach program by CCA empowers leaders to help their teams have a broader perspective about themselves and the impact they can have within the organization. Learning how to ask insightful and powerful questions that disrupt thinking and lead to permanent and positive change using the coach approach is the key. CCA sessions are results driven, well organized, facilitated effectively. If you are looking to raise organizational performance, there is no one better to engage.

**A FEW
OF OUR
AMAZING
CLIENTS**





INVESTMENT

- *Prices are valid in 2023 only. We reserve the right to adjust pricing in a new year.*

Leader As Coach Qualifying Hours are ICF ACSTH and can be applied to ICF Coach Certification



Included

1 ICF Facilitator/ Group

8-14 Participants/Group

Tools and Resources

Online Classroom

Mentoring &
Role Playing



Ask for a Quote

Leader As Coach

15-40 hours of training
ICF Coach Education

Customization on
demand.



Nathalie Blais, MCC

CANADA COACH ACADEMY

We have had the pleasure of working closely with individuals and groups within multinational organizations as a partner in talent development. Our passion lies in optimizing global teams, developing powerful leaders and empowering managers with the skills to discover and cultivate human potential.

CCA's clients operate in cross-cultural environments throughout Africa, Europe, Asia and North America.

As co-founder and Program Director, Nathalie is among the top 4% of Coaches in the world as an ICF Master Certified Coach qualified coach with 40000+ hours of coaching, mentoring and facilitation. She is also a Fellow of the Institute of Coaching (IOS) and she is currently completing a Masters in Behavioral Psychology at Harvard.



**Thank you for your time
and consideration.**



Let's Connect.

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