



**Barbara Roche & Associates**

*Love What You Do and Rise to the Top*



## Workplace Learning and Executive Coaching Programs

## YOUR EMPLOYEES ARE EITHER LEARNING OR JOGGING IN PLACE.

Are you happy with the progress your team members are making? Are they advancing or oscillating? Will the current level of engagement and development help you achieve your organizational goals?

The 21<sup>st</sup> century workplace requires a laser focus on continuous improvement, innovation, and agility. All three criteria rely on formal and informal learning experiences at every level. We can help you achieve your training and development goals.

### Our Workplace Learning Programs are Customized, Interactive, Focused, and Fun

If brains reward play, then why should formal learning feel like drudgery? Our programs are filled with engaging activities, deep interaction, and lots of laughter. Our valued clients tell us that our programs are consistently rated the highest on the key survey statement, “This workshop was worth my time.” Here’s the magic formula: Relevant Content + Humor + Interaction = Full Engagement and Development



*“Barbara’s workshop was rated the highest of all the programs we ran this year.”*

- Co-chair, Wharton Women in Business

*“If you decided to run for public office our entire organization would vote for you!”*

- K. Halen, Beebe Healthcare

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## Onsite or Virtual Workshops – 90-minute | ½ day | full day

<b>Enhancing Your Personal Brand</b> <p>As one boss put it, “He looks like he just rolled out of bed. And he doesn’t exactly speak the King’s English.” Another said, “She always sounds hesitant – like she’s asking a question.” From attire, to conversation, to personal presence, we will focus on all the important aspects of building a powerful brand that can lead to better results now and a successful career later.</p>	<b>Emotionally Intelligent Teams</b> <p>Great places to work have great teams. It’s that simple. But it’s not easy to achieve. Attention must be paid. Unleash the strengths and spirit of your people by building great teams. We will focus on the stages of a team, the key elements of great teams, and delve into what makes high-performing teams so essential to organizational success.</p>
<b>How to Lead From Your “CORE”</b> <p>This workshop focuses on the skills effective leaders call upon every day to engage their reports, execute strategy, and refocus efforts toward the mission and vision. Participants will leave with a heightened awareness of their strengths, and specific action steps to increase their capacity to lead others in the future. They will: connect their “who” to their “why” (C), enhance their outlook (O), reach out with credibility (R), and execute (E).</p>	<b>Management Essentials</b> <p>This three-day workshop is designed to get your “peer today, boss tomorrow” managers up and running. Each day focuses on a key theme and provides ample time for discussion, road-testing and reflection. Participants go through two self-assessments to highlight strengths and blind spots, and spend significant time trying out new skills in a safe environment.</p>
<b>Conducting Difficult Conversations</b> <p>Why spend thousands of dollars on one particular branded program when your team can learn best practices in conducting effective workplace conversations across all the well-known models of relationship-building? This program is designed to be a “highlight reel” of what works in communication when the stakes are high and emotions run strong.</p>	<b>Dancing With Porcupines</b> <p>Conflict management is one of the critical skills of the 21<sup>st</sup> century workplace. In addition, teams that can effectively problem-solve and maintain collegiality offer more to their organization’s bottom line. This workshop title comes from the book by Bob Phillips. The content is derived from the Thomas Kilmann Conflict Management model as well as Barbara’s experience in coaching teams through conflict.</p>

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<b>Change and Resilience</b>		<b>Winning Others Over</b>
Research by John Kotter and others has shown that change efforts fail 70–75% of the time. One reason is the heavy focus on process and the lack of focus on the people who determine success. This workshop provides methods and practices to lead people through change, overcoming resistance, managing stress, and communicating throughout the process. Change is constant. Growth is optional.		Based on the work of Richard Shell and Mario Moussa at The Wharton School, “WOO” is the ability to win people over to your ideas without coercion, using relationship-based, emotionally intelligent persuasion. In this workshop you will learn the core skills of successful relationships with colleagues, clients and customers.
<b>Coach Approach to Managing People</b>		<b>Politics in the Workplace</b>
Could your organization benefit from better bosses? The evidence is in: people leave organizations because of their relationship with their boss. In today’s workplace, command and control styles cause irreparable damage. A major shift is needed. This two-day branded program from Corporate Coach U will help your managers communicate more effectively, promote innovation, and get results.		When someone says, “I don’t play politics,” they are in denial. The question is, do people in your organization play good politics? This workshop walks participants through the key skills and behaviors for contributing to a positive work climate. Negotiation, assertiveness, building trust, and elements of true collaboration are covered.
<b>The New Manager’s Guide to Success</b>		<b>Is PowerPoint Upstaging You?</b>
This three-day workshop is designed to get your “peer today, boss tomorrow” managers up and running. Each day focuses on a key theme and provides ample time for discussion, road-testing and reflection. Topics include: effective and efficient management, communication, team meetings, feedback, and managing up.		Let’s put an end to ‘Death by PowerPoint.’ Learn the essentials of using visual display to enhance your impact and achieve the results you had hoped for. This is not a software training workshop, but several PowerPoint tricks will be shared.

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<b>Fearless Feedback</b> <p>Wouldn't it be great if all managers could give and receive constructive feedback? The kind that doesn't sting or sound fake, but really helps individuals improve? Whether it's the annual performance review or quarterly check-ins, this workshop will equip participants with the techniques to be better feedback providers.</p>	<b>Presenting to Your Boss</b> <p>Many companies wisely invest in improving external presentations, but tend to neglect the internal ones. Countless managers complain that the presentations delivered by their direct reports are long-winded, circuitous and often require a secret code to find the critical information. Don't tolerate poor presentation skills any longer.</p>
<b>Speaker Bootcamp</b> <p>Whether you are a pro behind the podium or would rather have root canal than stand up and speak in public, every professional has some bad habits that inhibit their ability to grab and keep an audience's attention. Practice, performance, feedback, and discussion are the tools used to strengthen speaking skills. Strongly encouraged: videotaped feedback.</p>	<b>High-stakes Team Presentations</b> <p>Team presentations are challenging enough, but when the stakes are high, such as trying to outperform competitors to win the contract or convince the FDA to approve your plan, presenters need more than the basics. This workshop is designed to equip teams with the tools, techniques, and self-awareness to deliver excellent presentations – no matter who is in the audience. Attention will be paid to best practice strategies for ensuring high-quality, team-based delivery.</p>
<b>Unleashing Your Inner Badass!</b> <p>This program is for aspiring women leaders who need a boost of confidence and conviction to be even more successful in their role or want to put themselves forward for a promotion. We focus on the key inhibitors of success including self-doubt, navigating office politics, and leading with confidence and clarity. Participants leave with a robust, can-do attitude.</p>	<b>Assertive Communication</b> <p>This program is also designed for female participants. We walk through the key elements of clear and confident communication skills and practice difficult conversations. We focus particularly on bad habits that women tend to develop such as hesitant vocal quality and mitigated speech.</p>

# EXECUTIVE COACHING

What | Why | When

## WHAT

In a nutshell, coaching is all about developing the best thinking and performance of the coachee. It is based on a belief that there is a future potential that is better than past performance. It involves a continuous cycle of awareness and action, with each cycle building on the previous one.

## WHY

Because it is one more lever to pull to increase the bottom line of your organization. When all leaders are fully engaged, productive and can get peak performance from their team, everyone wins. Also, we just can't see what's in our blind spot. And it doesn't always feel good to have our boss or direct reports be the ones to point out our weaknesses. A neutral third party can have greater impact on a leader's development than his or her co-workers.

## WHEN

This has two answers. First, it's time to hire a coach when you create a leadership development program. One component should be executive coaching so your high-potential leaders are ready when you need them. Second, it's time to hire a coach as soon as you see a leader/team member struggling, and that person is a valuable member of the team. Timing is essential. When is it not a good time to hire a coach? When the team member has mentally quit his or her job.

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## COACHING OPTIONS

Developmental Coaching	Skill-based Coaching	Team or Dual Coaching
This type of coaching is for a leader or manager who is a consistent performer, but who is experiencing a specific challenge or is stuck. The coaching engagement is structured around the client's specific needs and lasts approximately six to nine months.	This type of coaching is very focused around a particular skill set or behavior the client needs to develop in order to be more effective in their role. Typical engagements focus on communication, public speaking, delegating, and feedback. This type of coaching can range anywhere from three to six months.	In certain situations, career professionals may find themselves in a peer leadership situation. In these cases, both leaders are coached at the same time in order to enhance their ability to co-lead. In other circumstances, the entire team needs a coach to get back on track. These engagements typically run anywhere from six to twelve months.

*"Thank you so much for such an engaging training session!  
You were awesome!"*

- N. Pirxada, GE Healthcare

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