

To coach is to develop others to generate and embrace their own solutions.

Do you enjoy suggesting the best course of action for others, only to realize your approach isn't always successful or sustainable? What if a coach wasn't someone who tells you the best route forward but instead helps you problem solve and choose that best route for yourself?

Research shows that a lack of autonomy in the workplace leads to over-stressed employees and issues related to mental health. Fierce Coaching is designed to improve autonomy while increasing an individual's ability to learn and solve problems. It teaches leaders a powerful conversation model based on asking questions, where the solutions are self-generated by the coachee. This model helps get to the real issues that may be blocking an individual or team's success and results in increased clarity, improved understanding, and an impetus for change.

| WITHOUT COACHING | WITH COACHING |
|---------------------------------|---|
| Lack of personal accountability | High levels of ownership and engagement |
| Stifled development and growth | Better overall performance |
| A culture of dependency | Problem solving skills and independent thinking |

What you'll learn:

- The critical role coaching plays in our success as individuals and in the organization
- Three elements of Fierce Coaching that make it distinctly different
- A question-based model designed to help ourselves and others get to and solve the real issues

Ways to learn:



ILT/VILT 2 hour instructor-led training (in-person or virtual)



On-demand 1 hour self-paced online learning



Blended 1 hour on-demand plus 1 hour ILT/VILT application session

The Coaching journey:

- What is Coaching?
- What is Fierce Coaching?

Elements of Fierce Coaching:

- No advice giving
- No coaching by checklist
- The head and the heart are both engaged

The learning model:

- Identifying and exploring the issue/opportunity
- Considering the potential impact
- Envisioning the ideal outcome
- Identifying roadblocks to success
- Determining actionable next steps

“Fierce has given us the ‘permission’ we need to change behaviors and the tools we need to make it happen. The quality of conversations is improving and leading to innovation and change.”

– Tiffany Austin, Symetra

Fierce Conversations is an award-winning leadership development and training company that drives results for business and education by improving workplace communication. Fierce Conversations creates authentic, energizing, and rewarding connections with colleagues and customers through skillful conversations that lead to successful outcomes and measurable ROI.

Let's connect! Contact info@fierceinc.com for more details.



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Fierce Inc. is certified as a women-owned business by the Women's Business Enterprise National Council and the Astra Women's Business Alliance.

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