

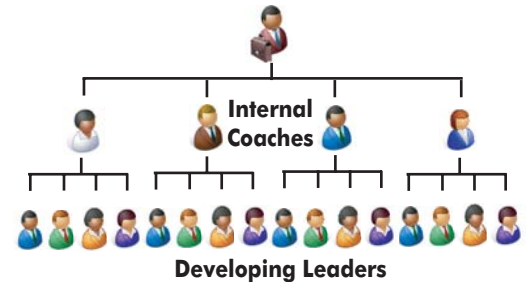
# Teaching-Pro

## Method

*An integral part of development is having someone to turn to for assessment, challenge and support (ACS). According to a 2007 study by Bersin and Associates, effective coaching is the number one talent management practice in driving business impact.*

*Creative Metrics' Teaching-Pro program is designed to establish a coaching culture within your organization. With limited resources, it enables you to provide more of your leaders with the one-on-one guidance, direction and expertise necessary to grow and succeed, while effectively building your leaders as they coach others.*

### Creative Metrics Teaching-Pro



## Features:

### PARTICIPANTS

#### Internal Coaches -

Leaders within your organization are chosen to join a coaching cohort for a specific time period to learn and apply the fundamentals of leadership and coaching.

#### Teaching-Pro -

An experienced Creative Metrics coach trains and supports the cohort of internal coaches as they mentor other leaders within your organization.

#### Developing Leaders -

Developing leaders within your organization engage in leadership development with the help of one of the internal coaches.

### COACHING MODEL

#### Assess -

Personal insights are maximized to uncover strengths and opportunities for growth.

#### Challenge -

Participants are challenged to overcome obstacles and start performing at new levels.

#### Support -

The coach acts as a trusted mentor and guide to following-through and fulfilling goals.

### GROUP MEETINGS

#### Coaching Retreats -

The group meets for in-depth coaching and feedback sessions led by their Teaching-Pro.

#### Interactive Meetings -

The cohort develops a team dynamic, discusses challenges and successes, and receives guidance from their Teaching-Pro on a regular basis.

### APPLICATION

#### Group Collaboration -

A support network is formed within the coaching cohort to facilitate problem solving and the sharing of best practice knowledge.

#### Experience-Based Learning -

As the internal coaches train and mentor others, they enhance their own leadership skills and learn how to be more effective leaders themselves.

#### Next-Steps -

Each internal coach selects one leader to join the next generation of internal coaches and complete the next Teaching-Pro program.

### PROGRAM SPECIFICS

#### Cost -

For a price quote call 612-288-2283 or e-mail [cluckett@creativemetrics.com](mailto:cluckett@creativemetrics.com).

#### Number of Sessions -

6-8 phone sessions (held twice a quarter) & 3-4 coaching retreats (held once a quarter).

#### Timeframe -

9-12 months

#### Teaching-Pro to Internal Coach -

1 : 4 ratio

#### Internal Coach to Developing Leader -

1 : 2-4 ratio

## Benefits

- Engages your leaders in the development process
- Creates an in-house coaching network
- Simultaneously develops current and future leaders

For more information on how to generate business results:

