



# Advanced Diploma in Culture Change and Coaching For Senior Leaders

## What are some of the key benefits of attending the Advanced Diploma in Culture Change and Coaching?

The purpose of this Course is to provide Leaders with leading edge skills in change management and coaching.

### Objectives

1. Provide a strategic approach to managing change and the culture for growth.
2. Understand others motivations and beliefs driving behaviour, to enable leverage for change, and to get people engaged.
3. Work through Lewin's change model; practicing leading edge coaching skills to influence attitudes, for employee ownership and engagement.
3. Use advanced language skills to influence all key stakeholders.

### The Course will deliver the following benefits

#### Module 1

- **Understanding role of Values and Belief System To deliver Change**  
Enable you to establish measurements for existing cultural behaviours, so that you can have a 'bench mark' for what needs to change.
- **Communication Model**  
Have language skills that change attitudes by tapping into how the mind deletes, distorts and generalises to create its beliefs about the business, and those around them.
- **Outcome Setting**  
Working with proven excellence model, setting 'Outcomes' mind-set that delivers specific results you can measure.

#### Module 2

- **Influencing Mind Set**  
Know how to read and access others thought patterns through their unconscious physiological signals, so that you can coach and influence more effectively.
- **Artful Language**  
Be able to structure your language so that it facilitates change in every day conversations.

#### Module 3

- **Using Change Model – Kurt Lewin**  
Have tools to make culture work by working through model for 'Unfreezing', 'Change'; then 'Refreeze'.
- **Setting up Meetings**  
Set up meetings that generate co-operation between stakeholders.

- **Feedback Model**

Give Feedback on progress that sustains motivation for change, even when you are not there.

- **Strategic Thinking**

Know how to switch people into strategic mind set and open their minds to new ways of thinking.

- **Behaviour Flexibility in Leadership**

Develop a flexibility that enables you to change your style to adapt to the needs of those around you, to keep people on track.

#### Module 4

- **Coaching for Specific Results**

Experience practical application coaching process that resolves any blocks to progress.

- **Accessing Coding**

Have practical ability to access mental strategies and neutralising negative beliefs which inhibit performance.

#### Module 5

- **Sustain Long Term Change**

Process for installing proven system for sustaining long term change.

- **Strategy for Pulling Everything Together**

Have a strategic plan for pulling everything together; ready to go and grow.

### Practical Integration- Real face to face experience to support learning

After the Course on a separate date, you will be coaching someone you have never met, who has real issues about coping with change. This is excellent for building your confidence as it includes a detailed de-brief with your Trainer afterwards, and a 'testimonial' from someone who has benefited from your practical work.

### What else will I get?

- Detailed instruction in small groups, and manual on how to use all the techniques together with slides.
- Practical 'on line' support from one of our International Trainers, and two half hour follow up to support over 4-6 weeks.



**Saxton Partners**

## Take the first step, contact us by:

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