

BUILDING SYNERGIES BETWEEN COACHING AND LEARNING

Sue Easby

EVP, People Practices



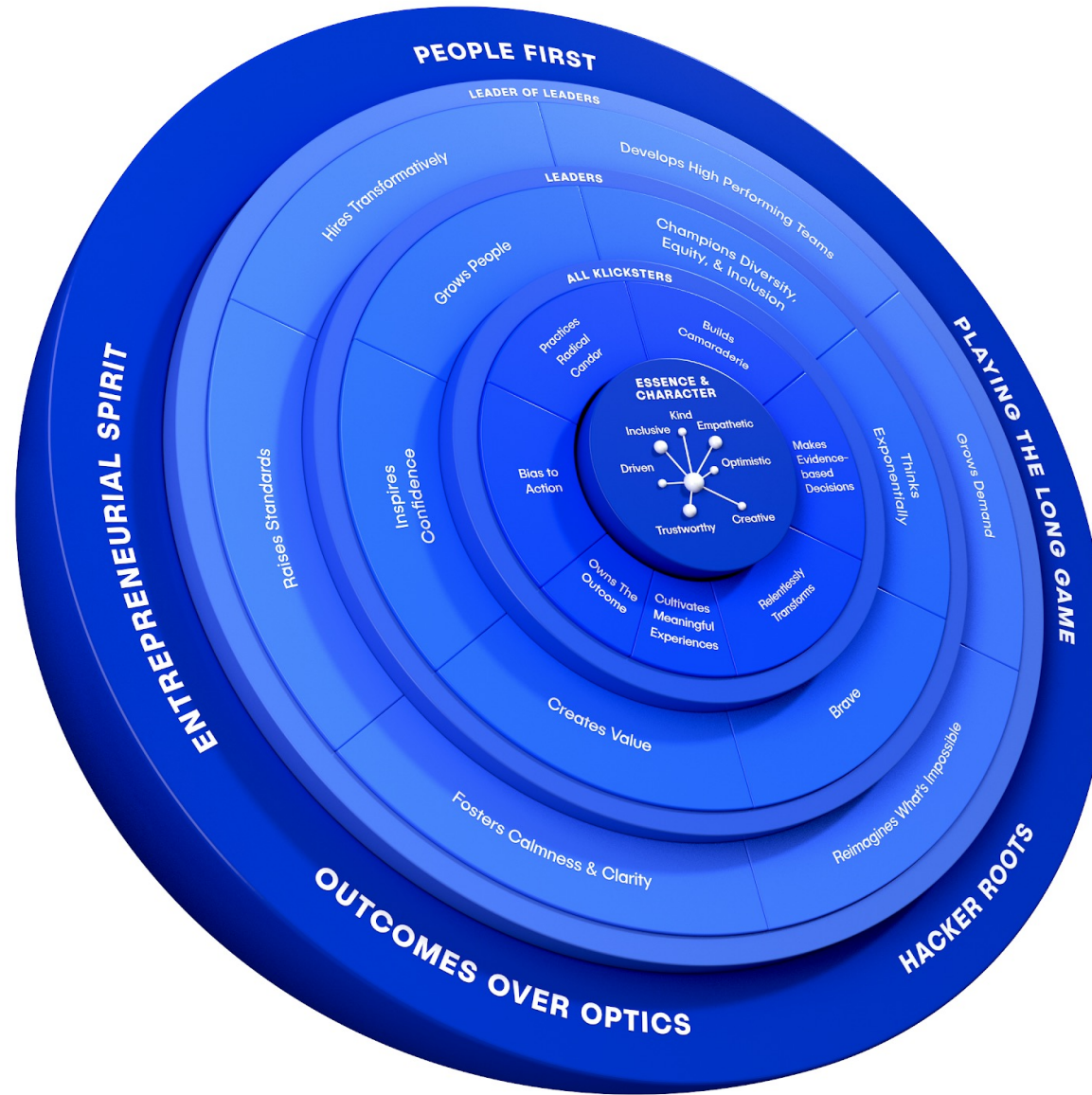
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HEALTH

There's something different here.



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AGENDA

Coaching as a Tool
Building a Coaching Culture
Integrating Into Learning





PART 1: COACHING AS A TOOL

COACHING AS A POWERFUL TOOL FOR PROFESSIONAL GROWTH,
BRIDGING THE GAP BETWEEN THEORY AND PRACTICE.

HIGH-PERFORMANCE SYSTEM...



WE NEED TO COACH...



The System



The Team



The Individual

PART 2: BUILDING A COACHING CULTURE

Our approach to training managers and leaders to become effective coaches.



BUILDING A COACHING CULTURE



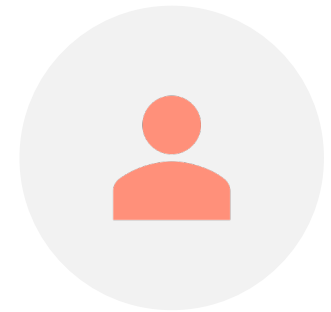
CLARITY /
EXPECTATIONS



FRAMEWORKS



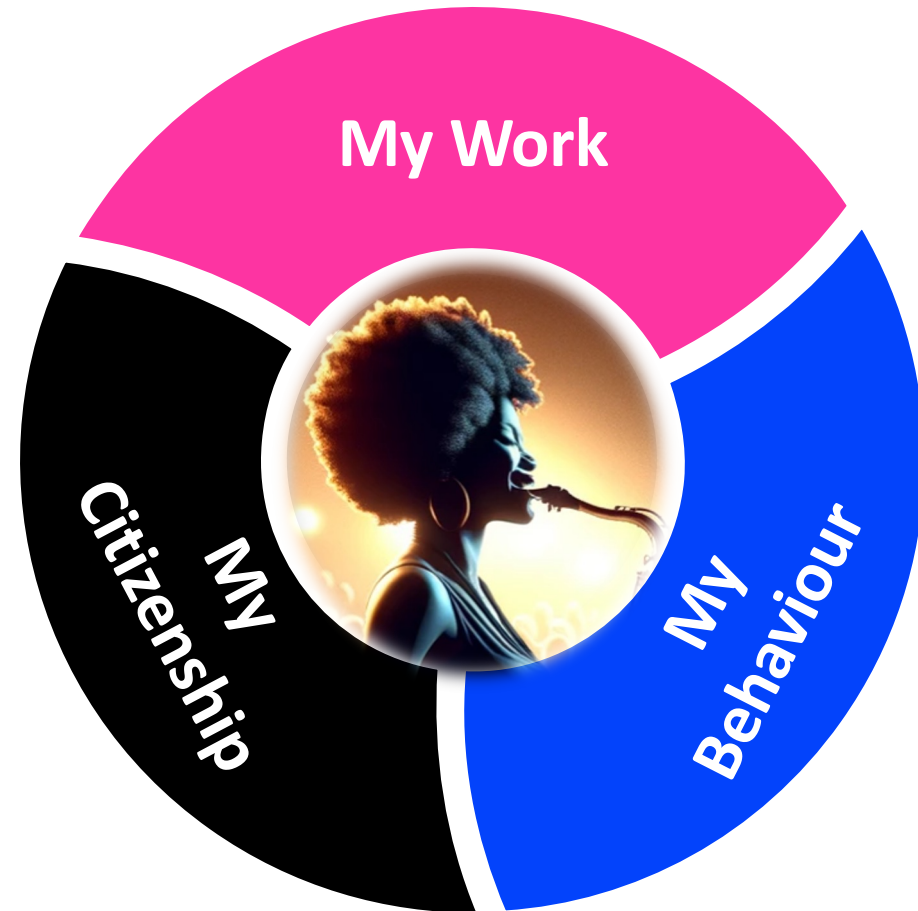
TRAINING
PROGRAMS



COACH THE
COACHES

CLARITY

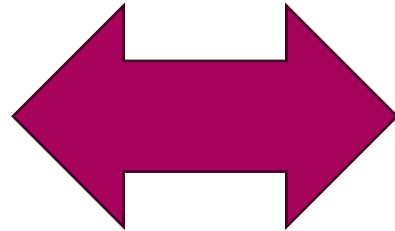
High-Performing Individual



FRAMEWORK LEAD DIFFERENT

Employee

- Learn
- Explore
- Adapt
- Demonstrate



Manager

- Listen
- Engage
- Ask
- Develop



Individual Coaching

COACH THE PERSON, NOT THE SITUATION



CLARITY

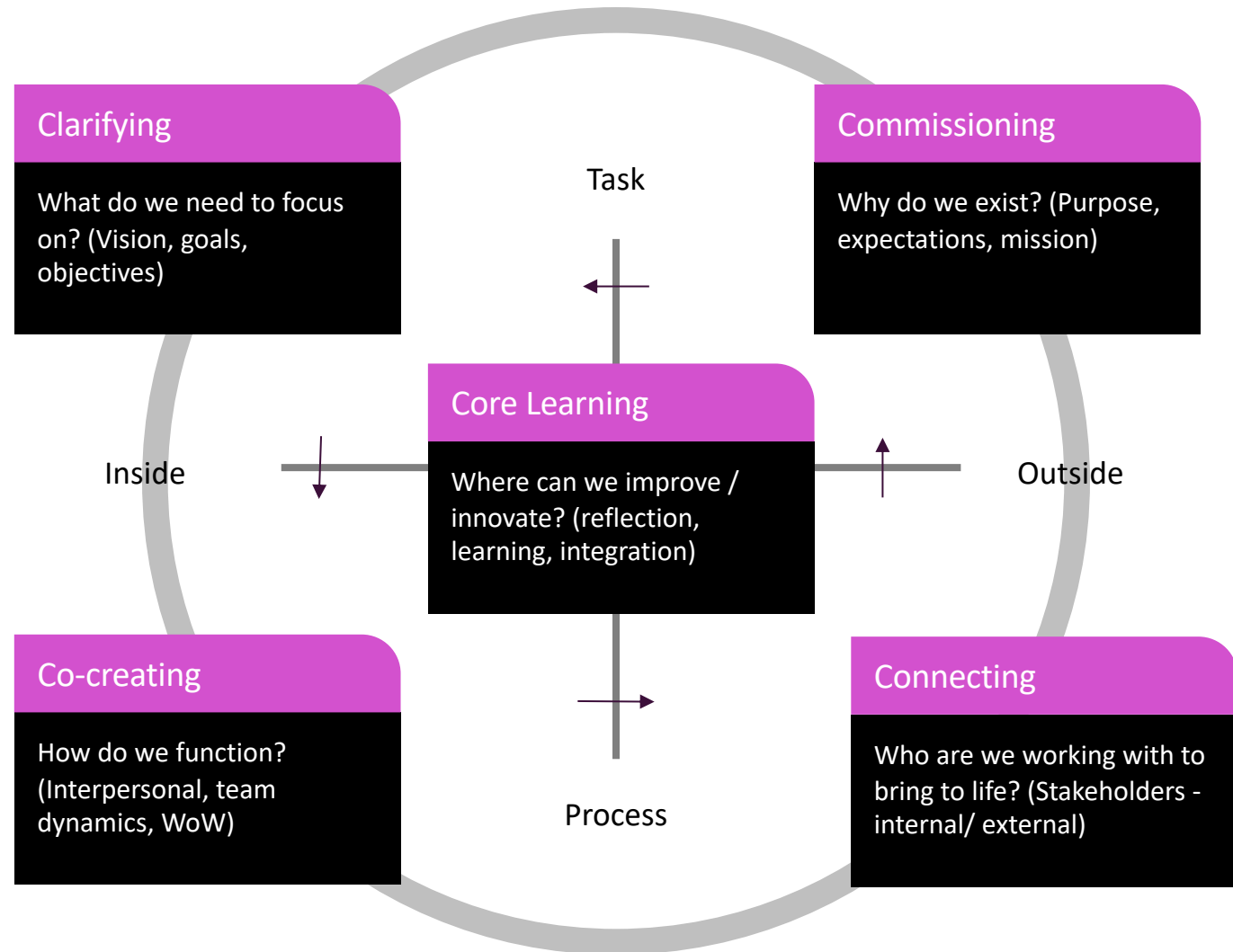
High-Performing Teams

High Performing Teams (HPT) at Klick are like no other! Our HPTs are the perfect balance of “high performance” and “team”. At Klick, we believe you cannot have one without the other. High Performance is seen in our connected relationships, among Klicksters and our clients. It exemplifies our standards of excellence and innovative drive.

When we say “teams” we mean it! We work together as one to elevate the collective individual genius while simultaneously taking it to the next level through true collaboration and partnership.

FRAMEWORK TEAM & SYSTEMS COACHING

“Leadership Team Coaching” - Peter Hawkins





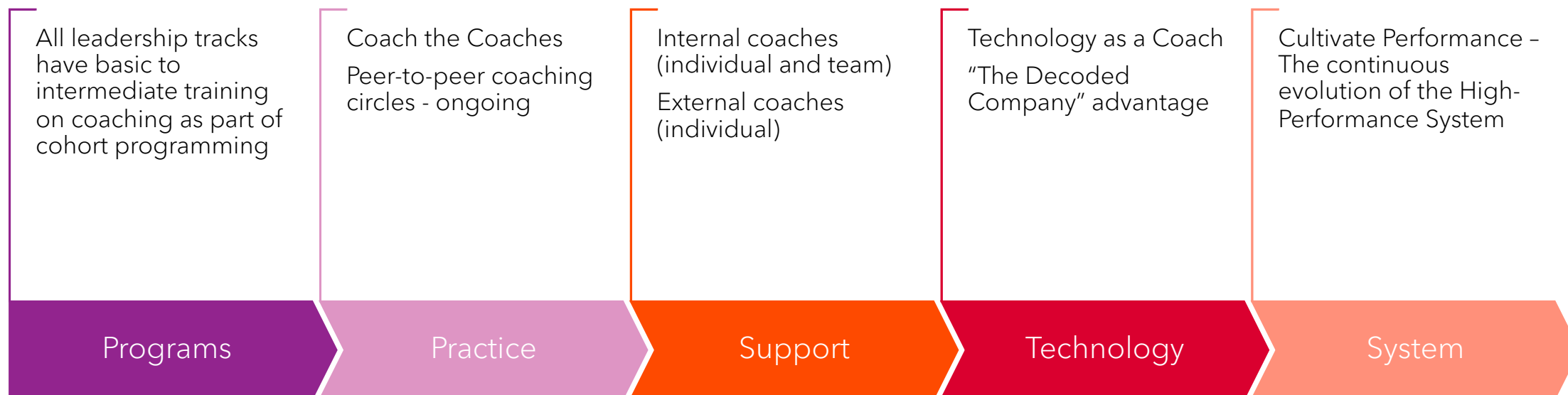
COACH THE CONTAINER, NOT THE SITUATION

PART 3: INTEGRATING INTO LEARNING

EFFECTIVE STRATEGIES TO
INTEGRATE COACHING INTO
LEARNING PROGRAMS.



CONTINUOUS INTEGRATION





**“THE WAY TO GET STARTED IS TO
QUIT TALKING AND BEGIN DOING.”**

Walt Disney

Q & A





THANK YOU

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