



## DAY 1 10:30AM-2:30PM CT

### SESSION 1: INTRODUCTION TO THE COACHING EFFECT

**10:30am-12:45pm CT**  
*Break: 11:30-11:45am*

#### Session Learning Methods:

Videos, group chat, polls, Q&A

#### Key Takeaways:

- The definition of coaching and how it differs from management or leadership
- The impact of coaching on performance and the principles of the performance equation (relationship, order, and complexity)
- The activities and behaviors that distinguish top-performing coaches

### SESSION 2: ONE-TO-ONE MEETINGS

**1:15-2:30pm CT**  
*Lunch break: 12:45-1:15pm*

#### Session Learning Methods:

Virtual breakout sessions, group presentations, Q&A

#### Key Takeaways:

- Learning the right frequency and format for quality one-to-one meetings
- Building better connection and psychological safety with each team member
- Setting up structure and accountability to drive consistent execution

## DAY 2 10:30AM-2:30PM CT

### SESSION 3: TEAM MEETINGS

**10:30-11:30am CT**  
*Break: 11:30-11:45am*

#### Session Learning Methods:

Virtual breakout sessions, group presentations, Q&A

#### Key Takeaways:

- Creating an agenda that leads to more engagement in team meetings
- Ensuring strong team **connection** and effective **communication**
- Generating **skill development** through peer-driven best practice sharing

### SESSION 4: FEEDBACK

**11:45am-12:45pm CT**  
*Lunch break: 12:45-1:15pm*

#### Session Learning Methods:

Role plays, individual presentations, Q&A

#### Key Takeaways:

- Using a conversational approach that leads to healthier feedback
- Developing **psychological safety** to encourage ownership for improvement
- Defining specific strategies to **challenge** and drive **skill development**

### SESSION 5: CAREER DISCUSSION & WRAP-UP

**1:15-2:30pm CT**

#### Session Learning Methods:

Role plays, individual presentations, Q&A

#### Key Takeaways:

- Asking questions that generate incisive and meaningful career discussions
- Using a consistent structure and open communication to facilitate goal sharing
- Defining opportunities that challenge team members out of their comfort zone

# THE COACHING EFFECT ACADEMY

**Eccell**  
INSTITUTE