



DAY 1 10:30AM-3PM 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

1:45-3pm CT
Lunch break: 12:45-1:45pm

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-3PM 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: 12:45-1:45pm

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

1:45-3pm 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