

LEADER AS COACH

Leadership for the Hybrid Workplace

Inciting
Leaders



DEVELOPING PEOPLE THROUGH WORK

Organizations are bringing employees back to the office, adopting a hybrid approach to the post-Covid workplace. Most are focused on finding the right structure for returning to the office. Few are embracing the unique leadership skills required to lead in a hybrid workplace. **Leading a hybrid team is different than leading an in-person or remote team.**

Leaders who *lead as a coach* have the mindset and skills to lead in the hybrid workplace, by focusing on the work that is critical and developing team members who prioritize growth, are self-reliant and less dependent. **Added benefit: Leaders are less overwhelmed and feel like they are adding greater value!**



Advice is overrated. I can tell you something, and it's got a limited chance of making its way into your brain's hippocampus, the region that encodes memory. If I can ask you a question and you generate the answer yourself, the odds increase substantially.

— Michael Bungay Stanier,
Author, *The Coaching Habit*



LEADER AS COACH MODEL

The Leader as Coach Model provides an easy-to-use framework for developing day-to-day behaviors and habits, and aligning structures and systems, and strategies for engaging with others.

Mindset: Leading from a coaching perspective starts with a mindset shift in how leaders view their role, what is expected of them, what is rewarded, and where they can add value.

Engage: How leaders engage with their direct-reports matters. Too often leaders fall into the trap of giving advice and solving problems. To make things worse – often the wrong problems. Lead to inspire and empower.

Check-ins: Frequent check-ins and 1:1s are a structural element that supports a coaching and development culture.

Feedback: Effective leaders give (and ask for) LOTS of feedback – both positive and critical.

Roadmap: Development starts with building development plans that are grounded in inspiration and drive results.



TWO OPTIONS FOR EFFECTIVE LEADERSHIP TRANSITIONS

1

Training



Cohort Learning at its Best.

6-week program with weekly topics and habits.

- 6 weekly calls [90-mins]
- 5 weekly themes aligned to the Leader as Coach Model
- Weekly application and reinforcement tools
- Learn new behaviors and build new habits
- Peer support + peer coaching
- Utilize the [High Impact Learning Framework™](#) to drive sustained behavior change

Contact us.

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learn more. www.incitingleaders.com

2

Cultural Transformation



Building a Culture of Coaching.

Transform culture to a culture of coaching.

- Alignment and execution around 4 critical elements of culture transformation:
Strategy + Systems + Principles + Capabilities
- Structured process for cultural transformation
- Alignment of systems to support cultural change
- Build capacity in all employees and leaders + new coaching habits across the organization

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