



COACHING SERVICES

Coaching for Learners

Individuals gain clarity, deepens learning, and moves toward sustainable behavior change.

You want your people to quickly and effectively implement the skills they learned in training. We understand how frustrating it can be if they aren't able to leverage every opportunity to become the best manager they can be. When your people don't use the skills learned in training to their full potential, they don't grow and your investment goes to waste. With Coaching for Learners, you can avoid that pitfall. Coaching for Learners is proven to increase application of new skills and relevant, sustained behavior change.

People who invest their time and energy to attend training greatly benefit from support to apply what they have learned and to achieve mastery of new skills. Coaching provides the support, direction, and accountability learners need to try to apply new skills and get real results.

The Blanchard® Coaching for Learners program helps learners do just that. We pair your learners with a Blanchard coach who will work with them to apply new learning in the workplace, reinforce skills, and stick with it when they are tempted to revert to old habits.

To most effectively set up the coaching, Blanchard will work with your organization to:

- Establish goals for implementing behavior changes based on Blanchard program content
- Understand and support the organization's culture and business challenges
- Link coaching to organization goals
- Deliver to participants a group orientation to coaching
- Guide your learners to prepare for the coaching effectively
- Conduct periodic check-ins with organizational sponsor, clients, and coaches
- Send monthly coaching status reports to organizational sponsor
- Ensure your people are engaging effectively with what they've learned

In short, coaching makes the learning stick.

Working with an experienced, certified Blanchard coach provides your employees with a safe, confidential environment in which they can discuss challenges, practice and reinforce what they've learned, hone their skills, and develop strategies to accomplish their development goals.

In every coaching session, the individual gains clarity, deepens learning, and moves toward sustainable behavior change. Our dedicated coaches and our proven process will ensure meaningful and productive outcomes for your organization and people.

Blanchard Coaching Services is a pioneer in the coaching industry and has been coaching large-scale organizational interventions for almost two decades. What sets us apart is the quality of our coaches. We have more than 140 carefully vetted coaches in 27 countries who can coach in 24 languages. Our elite team of ICF-certified coaches are supervised and supported by our highly experienced Coaching Solutions team members, all of whom are also ICF certified. This ensures you are working with coaches who will partner with you to achieve productive outcomes for your organization.

Coaching for learners Includes:

- Three 1-hour telephone sessions over a 6- to 8-week period following training
- Access to Blanchard's Coaching Management System (CMS) and resources
- Additional coaching is available upon request

Ken^{THE}Blanchard[®]
COMPANIES

Global Headquarters

125 State Place
Escondido, CA 92029 USA

From anywhere: +1 760.489.5005
Within the US: 800.728.6000

For a list of our offices worldwide, visit
www.kenblanchard.com