



# InsideOut COACHING™

*Manager-Led Coaching  
for Top Performance*



## Coaching Beyond Competence— It's All About Performance

Coaching skill is no longer a bonus for managers. It's what leaders DO, and done well, coaching unlocks the talent already inside your teams.

### Great coaches using the InsideOut Coaching approach:

- Accelerate decision-making capability
- Boost accountability
- Communicate feedback quickly and effectively
- Help their teams take action on what they know for outcomes that get the job done

In short, coaching helps people do their best stuff, which is your critical competitive edge.

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## What Is InsideOut Coaching?

It's a client-tested and time-proven process that turns conversation into connection, dialogue into doing. It's simple enough for managers to use immediately, flexible to apply in any situation, and designed to produce real breakthroughs.

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Participants of InsideOut Coaching receive preparation, training, and practice in three distinct phases:



### Pre-Workshop

Our Preparation Essentials step helps attendees identify critical situations that need attention or opportunities to seize, plus participation in a 360-degree coaching assessment, and exposure to coaching tools and activities. This pre-work can be completed quickly and easily and prepares attendees for a powerful learning experience.



### One-Day Workshop

Featuring group discussions, videos, activities, practical tools and coaching practice, this experience ensures participants become confident coaches. Attendees often report having breakthroughs right in the session, and will leave prepared to make an impact with their teams the very next day.



### Post-Workshop

Access to our vibrant online community delivers resources and ongoing support to help leaders sustain a coaching routine. Participants can reassess their coaching acumen as it grows over time with our Coaching Snapshot.

## Flexible Formats to Fit your Needs

InsideOut Coaching can be delivered in a variety of formats to suit your organization's needs, including:



### ONE-DAY LIVE:

Our most popular delivery, this immersive daylong experience can be delivered to leaders within your organization by your certified facilitator or one of our senior consultants. The program is also available in open enrollment (public) programs offered across the United States, which is a great option for your new leaders or others unable to attend an in-house delivery, or for those looking to evaluate the program for purchase.



### LIVE ONLINE:

Flexible and modular, our live online workshop is offered in three two-hour sessions using a webinar-style platform. These sessions may be facilitated by your certified trainer or one of InsideOut's senior consultants and feature all printed manuals and tools, plus paired, live coaching practice sessions with other participants, who may be in the next room or the next time zone.

## Bring the Power of Coaching Inside

The best way to influence organizational impact through coaching is by certifying to become an InsideOut Coaching facilitator. It's a cost-effective and powerful way to deliver our coaching, YOUR way.

Graduates of our one-day program are eligible to join a two-day certification workshop, with convenient dates and locations all across the U.S. (In-house certification workshops also available). Participants receive all program facilitator materials, plus mastery practice of content and activities, in addition to our stellar facilitator support and online community—it's a great place to share tips and insights and receive support from subject matter experts.

**Learn more about our InsideOut Coaching suite and how you can put the power of manager-led coaching to work!**

## About InsideOut Development

InsideOut Development is an award-winning training and development company with over 25 years of experience driving results through coaching. Founded by Alan Fine, the pioneer of the modern coaching movement and co-creator of the widely recognized GROW® Model, InsideOut Development pairs its innovative performance mindset with powerful best-in-class coaching solutions to help people take immediate action on what they already know.

*To learn more, visit [insideoutdev.com](http://insideoutdev.com) or contact us at 888.262.2448.*

## WHY INSIDEOUT COACHING?

InsideOut Coaching has the power to impact your organization's most important results. But don't take our word for it. Here's just a sample of what leaders take away:

- 96%** are more focused in their communication
- 99%** can better support performance management
- 88%** say they can align the goals of their direct reports to company objectives

## DID YOU KNOW?

Organizations that are highly effective at coaching were **30% more likely to have strong business results.** They also enjoyed **42% higher employee productivity.\***

\*Bersin by Deloitte