



e-Learning: Leading agile and resilient teams

Coaching Strategies to climb mountains

TOPICS

- Coaching strategies to facilitate positive outcomes
- How to ensure high level of team performance
- Effective coaching questions using the 4R Model
- Staging team performance and diagnosing causes of obstacles
- Confirming team outcomes clearly
- Integrating project cycle debrief and celebration as individual and team performance evaluations

YOUR SPEAKER



Tom L. Hayashi, PhD
Department of Leadership & Management, Saybrook University, Chicago, IL

Tom Hayashi is an expert executive coach and management consultant who will share his extensive experience in leading teams and organizations through extremely challenging missions.

Aims and objectives

When we think of leadership, the experiences of climbers who attempted to climb such famous mountains as Mount Everest are an excellent illustration. While there were many attempts, few succeeded in their missions.

Among several differences between these expedition teams, including team size or physical ability, one factor made the biggest difference: Leadership. Effective leadership always reveals a high correlation between high levels of team performance and high coaching skills.

In this course, you will learn to coach your teams toward high levels of team performance. Although coaching teams is not rocket science, it requires a systematic approach where you take one step at a time - just like climbing a mountain.

Who should attend

- Team leaders at all levels
- Managers in all sectors
- Team- and project members

Your benefits

- Staging team performance and diagnosing areas of team conflict
- Confirming team outcomes
- Understanding the coaching needs of teams
- Developing and applying effective coaching techniques

YOUR SPEAKER



Tom L. Hayashi, PhD
Department of Leadership & Management, Saybrook University, Chicago, IL

Tom Hayashi is the Chair and Program Director of the Department of Leadership & Management at Saybrook University. His executive, consulting, and academic career spans over 25 years, during which he studied and applied the key characteristics of successful teams operating under turbulent and high stakes situations.

He has successfully coached numerous agile and resilient teams in over 100 organizations in private, public, and government sectors globally. Leaders using his coaching and mentoring techniques reports an average improvement in pre-post intervention KPIs > 40% within two weeks.

The program

This e-learning program consists of six modules in which top expert Tom Hayashi provides you with valuable leadership knowledge. Based on inspiring theoretical short inputs, you will receive concrete action instructions with which you can significantly improve your team leadership skills.

You will learn with high-quality expert videos and presentation materials, a workbook, and many illustrative examples. Each learning unit addresses a specific question on the topic. The modular structure of the learning units allows you to flexibly choose which topics you want to work on and when.

Upon completion of all modules, you will receive your certificate. The program should be concluded within three months.

Overview of the e-Learning modules

You
decide when
and where to
learn

Upon completion of this course, you will be able to:

Module 1: Stage the Team's Performance

- Identify the team's stage using Tuckman's Stages of Team Performance
- Diagnose possible areas of conflict in each stage

Module 2: Confirm the Outcomes

- Collaborate and confirm clear team outcomes by developing SMART Goals and Objectives with team members

Module 3: Determine the Team's Needs

- Develop and apply coaching questions based on the 4R Model
- Help the team and team members to achieve their goals and objective

Module 4: Start the Coaching Process

- Develop coaching strategies and techniques that direct the team to perform toward the outcomes based on the findings of the team needs assessment

Module 5: Coach towards the SMART goals

- Effectively conduct individual and team debriefing and celebrations based on project and goal cycle outcome

Module 6: Evaluate and Celebrate

- Effectively debrief with the team on positive performance outcomes, opportunities for improvements, and lessons learned
- Celebrate the accomplishments of the team

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REGISTRATION UNDER

service@forum-institut.com
www.forum-institut.com
Webcode 26 126095

Tel. +49 6221 500-500
Fax +49 6221 500-555



REGISTRATION FORM

Yes, I will attend

e-Learning: Leading agile and resilient teams

Yes, I agree that FORUM Institut may inform me about events by:
 email; and/or telephone.

I may withdraw my consent at any time.

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Fee

The fee for a single three-month account is €490 (excluding German VAT). You can access the modules as often as you want during this time. You will get a certificate after completion. Discounted group accounts are also available.

How it works

1. Visit our website to register for an e-Learning program.
2. You will receive an email with the relevant access details.
3. Just log in and start learning.

Try our e-Learning program free of charge and familiarize yourself with our learning environment.

CANCELLATION POLICY

Our general terms and conditions (as of 01 June 2024) apply and are available upon request. We can send them to you at any time. Alternatively, you can access them online at www.forum-institut.com/t&c

YOUR CONTACT



Patrik Haffner

Conference manager
Tel. +49 6221 500-871
p.haffner@forum-institut.de

