

COACHING FOR COMMITMENT

IMPROVING THE BOTTOM LINE THROUGH PERFORMANCE, ACCOUNTABILITY AND PRODUCTIVITY

A Customized Training by [Einblau & Associates](#)

Today's workplace asks managers and supervisors to "coach" employees. **Coaching for Commitment** teaches them more than just how to do it; it teaches them *how to do it well*.

Soft Skills Training for Managers and Supervisors

A comprehensive two-day course designed to give managers the specific tools and skills needed to supervise performance, thus ensuring ongoing employee commitment to superior results

Correcting poor performance and performance related problems is a task most managers avoid. They get frustrated because they don't know how to effectively discuss problems with their employees. **Coaching for Commitment** answers these concerns with a real world, step-by-step approach learned and practiced over a two-day period. Managers emerge with the skills they need to approach most any difficult conversation with professionalism, confidence, clarity, and an employee-centered solution orientation. When managers manage better, the quality of work life improves for everyone –the managers as well as their employees.

2014 Open Enrollment Courses

Vancouver, BC March 5 & 6
 June 10 & 11

Bellingham, WA June 17 & 18

Course Content

This highly practical course teaches managers when and how to apply the four components of coaching - confronting, mentoring, tutoring and counselling.

- **Confronting (Performance Improvement)**
Challenging employees to do something differently or to take the next step
- **Mentoring**
Helping employees learn how to develop their careers and function effectively within their organizations
- **Tutoring**
Helping employees acquire new job related knowledge and skills
- **Counselling (Problem Solving)**
Solving any type of performance related problem

[Taking registrations now!](#)

Course Goals

- To show how coaching contributes to an employee's commitment to sustained superior performance.
- To teach an easy-to-use coaching process while demonstrating the skills involved in each of the four types of coaching conversations.
- To provide managers with a real-world model of coaching that works with difficult conversations at work and at home.
- To practice the coaching process in small-group scenarios with helpful feedback from the instructor and scenario peers.

It is our aim to provide clients with soft skills training that gets results. This course material, (exclusive to Einblau & Associates) can be immediately applied on the job.

Follow-Up Coaching Skills Reinforcement

[Value-added follow up](#) is available to all course participants.

As well as being offered on an open registration basis, this course is also available in-house.

Questions/Registration:

Email Harriett Lemer, registrar.
hlemer@einblau.com

Cost

\$1,800.00 per person (plus GST in Canada), all inclusive:

- Two days of expert small-group instruction particularly relevant to technical environments
- All course materials
 - Three workbooks
 - One hardcover textbook ("Coaching for Commitment")
 - Two different coaching skills assessments
 - One problem-solving-skills style self-assessment
- All food
 - Breakfast each morning
 - Snacks during all breaks
 - Catered lunch each day
- Fourteen Professional Development Hours credited to APEGBC Members
[Information for Engineers and Geoscientists.](#)

Limit 20 participants per course. Register early to insure entry. For information and to reserve a space contact Harriett Lemer, course registrar at hlemer@einblau.com.

Einblau & Associates

www.einblau.com

Vancouver BC [604-684-7164](tel:604-684-7164)

Bellingham, WA [360-778-3550](tel:360-778-3550)

Over 500 satisfied managers have taken Coaching for Commitment, a customized course developed by *Einblau & Associates*. The following is a partial list of participating companies and organizations:

Reliance Ins.	North Country Ins.	Special Risks Ins.	CA School of Business
Maritime Life	Murrick Insurance	Johnstone's Benefits	Vancouver Sun
BCIT	UBC & SFU Library	Tech BC	Market Explorers
Bond Repro	EB Eddy	Chamberlain Springs	City of Richmond
Aquatight	Bau Wow Design	Envision Financial	Institute of Chartered Accountants of BC
BCMA	School District #73	Van City C.U.	Kwantlen Polytechnic University
Grand Forks C.U.	Salmon Arm C.U.	Summerland C.U.	Assn of Professional Engineers & Geoscientists (APEG)

The Instructors



Rachelle Lee, Senior Consultant & Manager, Alberta Region

rachellelee@einblau.com

Rachelle is a seasoned management consultant, specializing in organization development, leadership training, coaching and strategic planning. She has worked with many industries, including financial services, manufacturing, health care, and engineering. A high energy and engaging instructor who practices what she teaches, Rachelle advises managers and executives across Canada. She backs her theory with real life examples and has won praise for her down-to-earth approach.



Harriett Lemer, Vice President, Vancouver BC

hlemer@einblau.com

Harriett consults in business management, strategic planning, team building, communications training, organization and leadership development. She has worked in a multitude of industries ranging from insurance to engineering to health care. She is a principal of Einblau & Associates and provides advisory services to clients throughout Canada. Harriett is recognized as an engaging public speaker and trainer who is known for combining warmth and humor with the "straight goods."



Dawn Groves, Senior Consultant & Manager, WA

dawngroves@einblau.com

Dawn Groves is an author and senior consultant with Einblau & Associates focusing on team strategies, communication skills, workflow and personal information efficiency, and stress management. Her counsel is research based, targeted toward engineers, CPAs and other knowledge workers. She is a Strength Deployment Inventory (SDI) facilitator and Coaching for Commitment (CFC) trainer. Dawn began her career as a software engineer on satellite-to-submarine communications, later publishing several books. She specializes in working with those who look askance at soft skills training. Her communication style is contemporary, persuasive, entertaining and grounded in practical application.