Boss to Coach One

Too often, traditional manager development programs are aligned with outdated, top-down management. Gallup's latest workplace research reveals that today's employees demand meaningful work, managers who care for them as people, ongoing communication, clear work expectations, and opportunities to learn and grow. They want a coach, not a boss.

Boss to Coach One is the first half of a revolutionary manager development experience that equips managers to exceed the expectations of the changing workplace. With a focus on strengths-based, engagement-focused and performance-oriented coaching, managers will be equipped to make employees, teams and organizations more productive and profitable.

Who Should Attend

Boss to Coach One is for managers who want to accelerate performance through powerful coaching, achieve measurable gains in key business outcomes and drive organic growth through human development.

Learning Components

Boss to Coach One incorporates more than 25 hours of content and includes these learning components:

In-Depth Instruction

Gallup's latest discoveries, best advice and most effective management strategies come to life through instruction that is interactive and media-rich. World-class Gallup instructors bring the learning to life through discussion, practice and small-group activities. This course can be delivered in two full days or four half-days, whichever format works best for your busy managers.

Recommended Sustainability Support Included

- **One 60-Minute Coaching Call After the Course With a Gallup Coach**

  Gallup coaches solidify learning, guide development and highlight relevance during a one-on-one call with each participant.

- **Eight Self-Paced Learning in Action Modules**

  Learning in Action modules help participants implement what they have learned, share their achievements and progress with their peers and manager, and sustain effective changes over time.

- **Two-Hour Cohort Session After the Course With a Gallup Instructor**

  Midway through the Learning in Action modules, the cohort will meet virtually (via videoconference platform) to share successes and ideas about implementation.

Total learning time: Two days to 10 weeks

Program Format

Available in two instructor-led formats:

- In-person
- Virtual via Zoom

Prerequisites

None

Course Topics

The Changing Workplace

The Boss to Coach Solution

The Breakthrough of Strengths

Becoming a Coach

Strengths-Based Coaching

Boss to Coach Resources

Build a Strengths-Based Team

The Science of Engagement

Engagement-Focused Coaching

Build an Engaged Team

Developing Performance

Next Steps

Courses are conducted at Gallup locations worldwide. Gallup can also deliver this course at your location for groups of 15 or more. Visit https://courses.gallup.com for upcoming dates, locations and tuition information, or contact inquiries@gallup.com for additional information.

Learning Outcomes

Participants in Boss to Coach One will experience transformational development through individualized learning, shared experiences and one-on-one coaching. Participants will shift from being a boss to being a strengths-based, engagement-focused and performance-oriented coach by:

- understanding and applying their unique strengths in their role
- implementing best practices for using CliftonStrengths with individuals and teams
- applying principles of engagement to motivate excellent performance
- practicing effective ongoing conversations with individuals and teams

After completing all requirements for Boss to Coach One and Two, participants are eligible to become a Gallup-Certified Manager.

Professional Credits

Participants who successfully complete this course can earn professional credit hours from HRCI and SHRM. For more information, contact CEU@gallup.com.

## Additional Resources for Your Organization

- **Pre-course call with a Gallup course instructor:** A discovery call with your executive sponsor or program leader will set the tone for the partnership and ensure the course leader is well-versed in your organization's norms, needs, issues and expectations.
- **Conversation Guide for Leaders:** Organizational leaders can use this conversation guide with their direct reports who are enrolled in Boss to Coach. It includes high-level concepts from the course and weekly questions that facilitate and sustain the shift from boss to coach.
- **Two-year Basic Gallup Access CliftonStrengths Subscription:** This subscription includes personalized strengths reports, CliftonStrengths Team Grids, interactive learning modules and action planning guides.
- **Two-year superuser access to Gallup's learning management system:** This access allows one person to view completion reports for employees in their organization.
- **Gallup Access onboarding session:** This session will provide the superuser with an overview of the Gallup Access platform.

Participant Materials

These course materials provide participants with practical and effective resources to enhance their learning and practice as they become more of a coach to those they lead. Participants receive the following resources:

CliftonStrengths 34 Report

The CliftonStrengths 34 results report gives an individual a ranked listing of their most dominant natural talents — the ways in which they most naturally think, feel and behave.
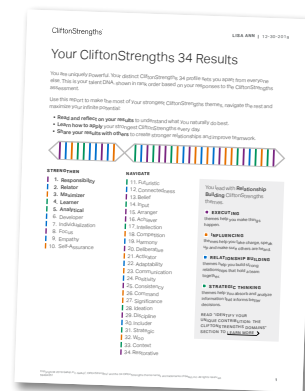
Boss to Coach One Digital Kit

- Boss to Coach One Action Plan
- Valuable coaching guides to support their conversations with individual direct reports and the collective team, including:
  - Role and Relationship
  - Ongoing Coaching
  - State of the Team Conversation Outline
  - Powerful Questions to Individualize Your Coaching
- Conversation Guide for Leaders
- Boss to Coach One Reference Guide
- CliftonStrengths Resource Guide
- 12 Elements of Engagement Resource Guide
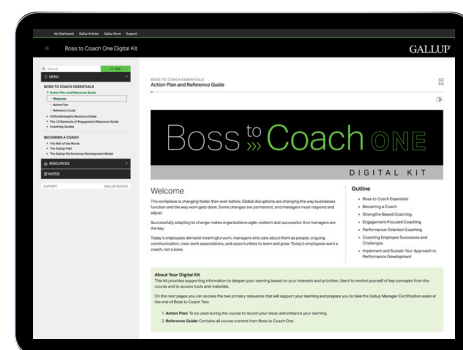
Eight Self-Paced Learning in Action Modules After the Course

Participants implement what they have learned and continue their journey through practical experiences, reflecting on their practice and sharing ideas with their peers.

Learning in Action modules focus on the core course topics, including: becoming a coach, strengths-based coaching, ongoing coaching, and clues to strengths and engagement.
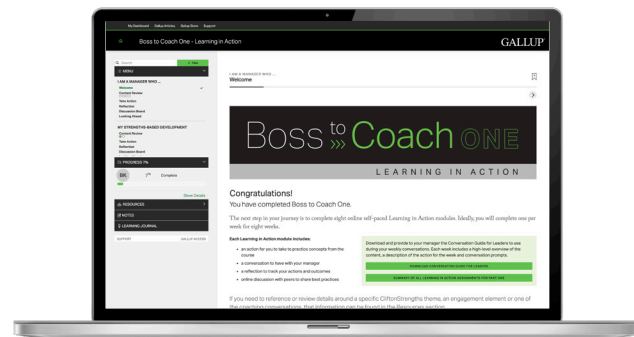
Additional Digital Resources Included

Managers also receive access to short, self-paced on-demand learning modules focused on strengths and engagement. These modules provide managers with the opportunity to deepen their knowledge and understanding in specific areas of interest.

- The CliftonStrengths Series (Your Development, Your Leadership and Your Team)
- The 12 Elements of Employee Engagement Series

Course participants have access to the digital resources for two years. They receive extended access with an active Gallup-Certified Manager certification.