



DAY 1 10AM-3:30PM CT

SESSION 1: THE COACHING PERFORMANCE EQUATION

10am-1pm CT

Session Learning Methods:

Videos, group chat, polls, Q&A

Key Takeaways:

- The definition of coaching and how it differs from management or leadership
- The impact of coaching on performance and the principles of the performance equation (relationship, order, and complexity)
- The activities and behaviors that distinguish top-performing coaches

SESSION 2: ONE-TO-ONE MEETINGS

2pm-3:30pm CT

Session Learning Methods:

Virtual breakout sessions, group presentations, Q&A

Key Takeaways:

- Learning the right frequency and format for quality one-to-one meetings
- Building a better **connection** and **psychological safety** with each team member
- Setting up a **structure** and accountability to drive consistent execution

DAY 2 10AM-3:30PM CT

SESSION 3: TEAM MEETINGS

10-11:15am CT

Session Learning Methods:

Virtual breakout sessions, group presentations, Q&A

Key Takeaways:

- Creating an agenda that leads to more engagement in team meetings
- Ensuring strong team **connection** and effective **communication**
- Generating **skill development** through peer-driven best practice sharing

SESSION 4: PERFORMANCE FEEDBACK

11:30am-1pm CT

Session Learning Methods:

Role plays, individual presentations, Q&A

Key Takeaways:

- Using a conversational approach that leads to healthier feedback
- Developing **psychological safety** to encourage ownership for improvement
- Defining specific strategies to **challenge** and drive **skill development**

SESSION 5: CAREER DEVELOPMENT

2pm-3:30pm CT

Session Learning Methods:

Role plays, individual presentations, Q&A

Key Takeaways:

- Asking questions that generate incisive and meaningful career discussions
- Using a consistent **structure** and open **communication** to facilitate goal sharing
- Defining opportunities that **challenge** team members out of their comfort zone

THE COACHING EFFECT ACADEMY

Eccell
INSTITUTE