

PHYSICIAN COACH THE COACH PROGRAM

Overview and Program Purpose

Physician leaders have a great opportunity to help others grow and develop as healthcare professionals through using coaching. We believe coaching focuses on present reality and helps people move towards their envisioned future. As such, the basis for our coach the coach program is cognitive behavioral learning. We use current 'real life' events to help the coachee understand their internal drivers for processing the world around them, and practice new behaviors that deliver better and sustainable results. We will provide specific and targeted leadership development objectives in the context of a clinical work environment to guide this program, including advanced content, experiences, exposure, and insights to help participants prepare to coach others. This program will provide physicians with assessment and feedback about their emotional intelligence, preferred communication styles, and personal drivers to increase self-awareness and assist them in supporting the organization's culture.



OUTCOMES

Through practice, skill acquisition and the opportunity to explore what it means to be a coach, participants report stronger coaching results because they have:

- greater comfort asking impactful questions
- better ability to be fully present, listen and wait for an answer
- greater comfort with sitting in the silence and creating the space for the coachee's discovery
- greater ease about not having all the answers nor having to solve someone's problem
- more comfort showing emotions and vulnerability



CURRICULUM

Our program is designed to:

- teach coaching concepts, theory, and techniques
- provide coaching model, coaching process, tools, and templates
- teach how to contract a coaching relationship and build trust
- teach coaching code of ethics and coaching competencies
- build skills to execute coaching process steps and competencies.

PARTICIPANT ACTIVITIES

Our program will require participants to dedicate about 100 hours of time over approximately 9 months, or an average of 3 hours per week to complete the following activities.

GROUP WORKSHOPS

6 one-day sessions, 4 to 8 weeks apart conducted face-to-face

INDIVIDUAL SESSIONS WITH MASTER COACH

15 hours (in 1 to 3-hour increments, virtual and face to face)

STUDY, HOMEWORK, AND SELF-ASSESSMENT

16 to 24 hours in small increments (virtual)

LEAD FIRST COACHING ENGAGEMENT

16 to 24 hours (over 3 – 4 months)

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