



Coaching for Excellence

Learning Objectives:

At the end of this Physician Leadership Institute course, you will be able to:

- Address opportunities in the medical context where coaching can be useful
- Explain the nature of the coaching relationship and the mindset required for successful coaching
- Discuss how coaching can contribute to engagement for individual and team performance
- Identify strategies for establishing a coaching relationship
- Describe a model of coaching that can be utilized by physicians
- Practice coaching skills of listening, inquiry, and supporting
- Develop a plan for utilizing coaching in your work context

Date: February 26, 27 & 28, 2021 – 9am to 1pm CT

PLEASE NOTE THE AGENDA IS IN CENTRAL TIME

Host: Saskatchewan Medical Association

Zoom Link: <https://cma-ca.zoom.us/j/82288313119?pwd=ZTRvNXRKRndDbFkvNnZ0R1RldnJldz09>

Pre-Course Work: Please note that you must complete the assignments from the coaching from excellence document prior to attending the course.

Day 1

Faculty: Paul Mohapel and Susan Lief

9:00 am	Introductions & Overview
9:30 am	<p>Exploring Coaching</p> <p>The complex health care environment demands that leaders learn to better support and develop their people, so that they are engaged and are reaching their full potential. At the core, coaching is about moving away from “fixing” others and more about helping others find their own solutions. Coaches act as partners in helping their colleagues to find creative solutions that build on personal strengths. Participants will complete a self-assessment and participate in small and large group discussions. In particular, this session will:</p> <ul style="list-style-type: none"> • Address the role of coaching in physician leadership • Distinguish coaching from mentoring • Determine when, and when not, to use coaching • Assess one’s coaching potential
10:30 am	Break
10:45 am	Exploring Coaching (continued)
11:15 am	Break
12:00 pm	<p>Setting the Coaching Stage</p> <p>A major impact on the effectiveness of coaching depends on the coaching mindset and authenticated relationships. To be effective, coaching requires establishing a presence and creating an environment of</p>

	<p>trust where openness to learning can occur. Accomplished through didactic and interactive presentations, this session will:</p> <ul style="list-style-type: none"> • Discuss elements critical for a successful coaching mindset • Explore ways to create a trusting and safe environment for coaching • Discuss strategies to prepare oneself for entering a coaching relationship
1:00 pm	Session Adjourns

Day 2

Faculty: Paul Mohapel and Susan Lief

9:00 am	Check-in
9:15 am	<p>Building Coaching Skills: Listening</p> <p>Coaching encompasses a defined skill set that can be developed and refined with practice. This section will focus on identifying the essential skill of listening and supporting. This is accomplished through completing a self-assessment, mixed didactic and small group discussions, and individual skills practice with feedback. This session will:</p> <ul style="list-style-type: none"> • Assess your own listening skills for coaching • Practice using active listening skills
10:30 am	Break
10:45 am	Building Coaching Skills: Listening (continued)
11:15 am	Break
12:00 pm	<p>Building Coaching Skills: Asking Questions</p> <p>This section will focus on identifying the other essential skills of coaching: asking powerful questions to stimulate thinking. This is accomplished through large group exercises, mixed didactic and small group discussions, and through the establishment of coaching triads. This session will:</p> <ul style="list-style-type: none"> • Practice designing powerful coaching questions
12:30 pm	<p>Form coaching triads and begin establishing relationships</p> <ul style="list-style-type: none"> • Introduce the G.R.O.W. model for physician coaching
1:00 pm	Session Adjourns

Day 3

Faculty: Paul Mohapel and Susan Lief

9:00 am	Check-in
9:15 am	<p>Coaching in Practice</p> <p>Simply knowing about coaching theory does not necessarily lead to effectiveness, if it is not intentionally practiced. This session will allow participants to practice some of the core coaching skills and receive feedback. Accomplished triad skills practice rounds with feedback debriefings, and large group discussion, this session will:</p> <ul style="list-style-type: none"> • Practice coaching skills, and be coached in coaching triads • Practice establishing coaching goals in the coaching triads • Obtain peer-feedback on coaching skill use
10:30 am	Break
10:45 am	<p>Coaching in Practice (continued)</p> <ul style="list-style-type: none"> • Practice establishing the context, challenges, and opportunities in the coaching triads • Obtain peer-feedback on coaching skill use
11:45 am	Break

12:00 pm	Coaching in Practice (continued) <ul style="list-style-type: none">• Practice establishing the context, challenges, and opportunities in the coaching triads• Obtain peer-feedback on coaching skill use
12:45 pm	Wrap Up <ul style="list-style-type: none">• Debrief the coaching practice• Establish coaching goals
1:00 pm	Course Adjourns