

## Coaching: Executive and Team Member Coaching

Organization: Six and a Half Consulting

Description:	Given the right circumstances, one-on-one interaction with an objective third party, who is not tied to the organization or other executive or company influences, can provide a focus that other forms of organizational support cannot. Coaching develops the leader in "real time" within the context of their current job while allowing them to maintain their day-to-day responsibilities.
Defined Coaching Objectives:	<ol style="list-style-type: none"><li>1. To develop the leadership skills of high-potential individuals</li><li>2. To improve the odds that newly promoted managers would be successful</li><li>3. To develop management and leadership skills among their technical people</li><li>4. To correct behavioural problems at the management level</li><li>5. To help leaders resolve interpersonal conflicts among employees</li></ol>
Measurable Coaching Outcomes:	There are two kinds of goals executive work on: business goals – getting external results and personal goals. Results are therefore measured in three categories: <ol style="list-style-type: none"><li>1. bottom-line goals</li><li>2. work process goals</li><li>3. human relations goals</li></ol>
Coaching Components:	There are five key components that are crucial to coach in an effective way: <ol style="list-style-type: none"><li>1. Curiosity</li><li>2. Listening</li><li>3. Intuition</li><li>4. Self-management</li><li>5. Action/learning</li></ol>
Assessments Methods:	Verbal understanding of concepts and written reflection (worksheets), completion of self assessments
Delivery Methods:	In person one to one and group training sessions, goal setting worksheets, exercises, active/empathic listening templates, progress tracking
Format:	This training is offered in person one to one, group, or by Skype/Facetime and can be adapted to partnerships and teams.
Duration/Schedule:	The training is based upon 8 hours of individual and group sessions over a period of 4 to 6 weeks.
Attendees:	1 per session
Course Fees:	\$3600 for 12 hours of coaching

Coaching Credentials:

Casey Miller has more than 15 years experience in leadership roles and leadership training across the public, private and non-profit sectors. Over the span of his career, Casey has served as a facilitator and trainer in domestic and international enterprises, helping organizations reach their potential through research-based organizational psychology. As a the President of Six and a Half Consultant, Casey works as a business coach, trainer, and facilitator, designing and instructing leadership and management trainings to many Vancouver-based businesses and organizations, including Culinary Capers, Half Moon Yoga, Xeva Mortgage and Northwest Atlantic.. Casey is also a frequent speaker at the Westside Schools and various trade associations in the lower mainland, including PMIBC, HTFPBC, and HRMABC. Casey is also an external consultant with the YMCA Youth Employment Program facilitating business coaching and skill development for young entrepreneurs. Casey holds a masters degree in Public Administration and another in Theological Studies from Harvard University. For his coaching experience, he has trained at CTI.