

I D.A.R.E. Work

8:30AM TO 10:30AM October 29, 2015 to December 17, 2015

				Time	Facilitator
	Pre-Work	Reading Documents	<ul style="list-style-type: none"> • Goals and Learning Objectives • Course Description & Schedule • Coaching Ethics and Standards • Readiness for Coaching 		
Week 1: Introduction to Performance Coaching					
1.	October 29	In Class	<ul style="list-style-type: none"> • Welcome and Introduction • Benefits of Performance Coaching • Readiness for Coaching Homework Review • Coaching vs. Mentoring vs. Counseling • Overview of Role of Coach vs. Manager vs. Leader 	90 min	Genella & Phyllis
Weeks 2 & 3: Establishing the Coaching Environment & 5-Stages of Results					
2.	November 5	In Class	<ul style="list-style-type: none"> • Establishing the Coaching Relationship • When to Coach, When to Manage • Case studies & Practice: When to coach vs. when to Manage and when to lead • 	90 min	Phyllis & Genella
2.	The 5 Stages of Results	In Class	<ul style="list-style-type: none"> • Stage 1 – Intention • Stage 2 – Desire • Stage 3 – Action 	90 min	Phyllis
Weeks 3 & 4: The 5 Stages of Results Con'td & Performance Tool: Questions					
3.	November 12	In class	<ul style="list-style-type: none"> • Stage 4 – Result • Stage 5 - Evaluation • Case studies & Practice: How to coach with IDARE 	90 min	Phyllis
Performance Coaching Tools: Questions					
4.	November 19	In class	<ul style="list-style-type: none"> • Questions and Assumption • Questions for Awareness • Questions for Discovery • Questions for Action • Questions for Reflection • Questions for Change <p>AADCA</p>	90 min	Phyllis

Week 5: Performance Coaching Tools: Questions Con'td					
5.	November 26	In Class	<ul style="list-style-type: none"> Case Studies & Practice: How to Coach with IDARE Process & Questions 	90 min	Phyllis
Weeks 6: Performance Coaching Tool: Shifting Perspective					
6.	December 3	In Class	Identify the Perspective Reframe Perspective Explore adopting a new perspective Evaluate new perspective Case Studies & Practice: How to Coach with IDARE Process & Shifting Perspective	90 min	Phyllis
Week 7: Performance Coaching Tool: Putting it all Together & Guest Presenter					
7.	December 10	In Class	<ul style="list-style-type: none"> Coaching/Managing Accountability Guest Presentation 	90 min	Phyllis & Guest
Week 8: Putting it all Together					
8.	December 17	In Class	<ul style="list-style-type: none"> Coaching/Managing Accountability Practicum 	90 min	Phyllis