

TCOS COURSES



TCOS Coaching Mindset Essentials™ *Cohort 3 End-of-Course Survey Results*

*Executive Summary Prepared by Dr. Laura Hauser for
Lawrence Livermore National Laboratory Weapons Complex Integration*

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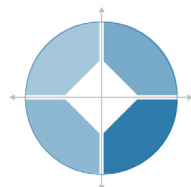
Leadership Strategies International (LSI) is pleased to share the latest survey results from our TCOS Coaching Mindset Essentials™ course. It was customized and delivered to Lawrence Livermore National Laboratory by our training director, Dr. Laura Hauser.

The TCOS Coaching Mindset Essentials™ course expands the mindset, knowledge, and skills needed to powerfully coach leaders and team members. Empowered with a coaching mindset, positive change happens when you:

- Work more collaboratively to increase levels of trust and engagement during every interaction;
- Drive change initiatives in a way that shapes resilient workplace cultures; and
- Build more healthy and collaborative cultures across the organization.

We custom-design our TCOS Team Coaching Operating System® program based on your unique needs. Courses are taught in-person, virtually, or through a mix of both, and can be taken individually or as a complete, accelerated program. Our program meets the highest quality standards, accredited and overseen by the International Coach Federation (ICF). The end result: a deeply transformational 12-week learning experience.

Bonus: Apply your coach training hours toward your ICF coaching credential application or renewal of your credential.



TCOS COACHING MINDSET ESSENTIALS™

Rapidly expand your mindset as a coach. Learn the essential knowledge, competencies and qualities needed to effectively coach individuals in the workplace.

This 34-hour course includes:

Virtual kickoff, four (4) weekly two-hour Zoom coaching training sessions, 2-day virtual intensive workshop, and implementation support.



100%
OF SURVEY
RESPONDENTS
SAID THEY WOULD
RECOMMEND THE
COURSE TO
A COLLEAGUE

ABOUT THE SURVEY RESPONDENTS



**NON-SUPERVISOR
OR MANAGER**



**SUPERVISOR
OR MANAGER**



**WHEN ASKED WHICH SKILL
THEY DEVELOPED MOST
THROUGHOUT THE COURSE,
PARTICIPANTS RESPONDED...**

Cultivating A True Coach-Coachee Relationship
Asking Open-Ended Questions
Why Am I Talking & Switch **Evoking Awareness**
The Narrative To A Positive **W.A.I.T. & Flip It**
Active Listening



**HERE ARE SOME EXAMPLES OF ACTUAL RESULTS
REPORTED BY PARTICIPANTS WHEN THEY APPLIED
A COACHING MINDSET**



I applied the Coaching Mindset in an interaction with frustrated individuals to help them **develop solutions** to potentially remedy the situation or **alleviate their frustrations**. After following up later, I realized that adopting the Coaching Mindset when interacting with them helped alter the situation for a positive outcome.



Recently, I had to have a hard conversation with an employee. I used the Coaching Mindset to allow the employee to **determine a solution for the situation**.

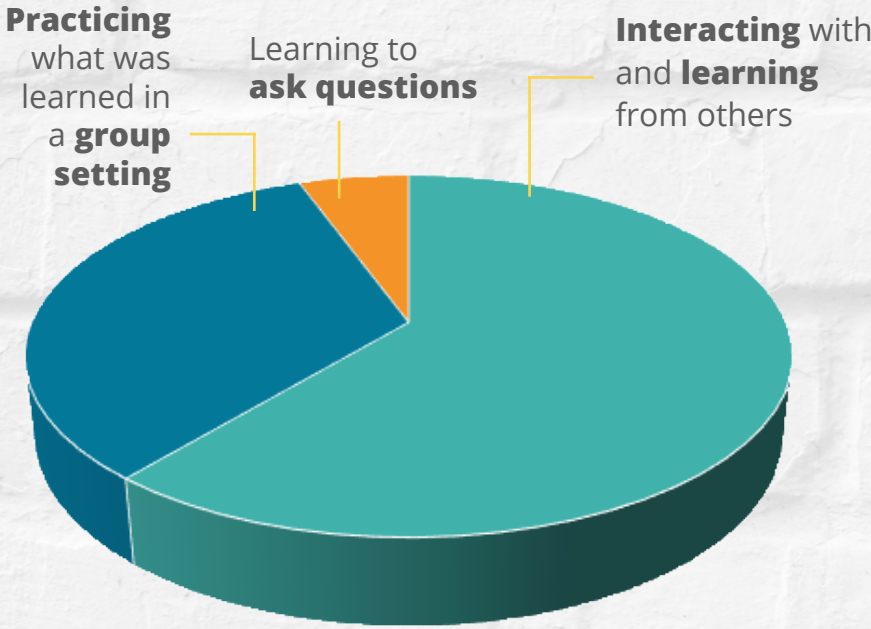


During the last 2-hour coaching session, we learned about **the 'flip' [technique]**. I used this during a problem I was having. While I don't have to work with the person who was part of the problem, it changed how she reacts to me and **improved our relationship for the future**.



I **built great relationships** with people and did so more effectively than in the past.

WHAT PARTICIPANTS LIKED MOST ABOUT THEIR WEEKLY CLASSES

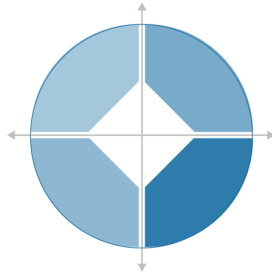


CLASS NOTES

This course opened my eyes to how productive work interactions as well as at-home interactions can be when using the Coaching Mindset.

This was the best course I have taken. It can be used both professionally and personally.

I really loved the class and got so much more out of it than I thought I would when I signed up. I knew I'd learn, but I didn't realize just how much it would change the way I work with others. It's really opened my eyes to how I communicate and has helped me to grow as a manager.



TCOS Coaching Mindset Essentials™

Did you know the TCOS Coaching Mindset Essentials™ course is also **available through a partnership between Leadership Strategies International and Fielding Graduate University**? Through the partnership, employees benefit from direct access to our proprietary TCOS courses (all ICF-ACSTH accredited) **paid by tuition assistance** through their employer's education reimbursement program.

The truly measurable benefit of this partnership lies in the results, as leaders — and professionals who support them — use TCOS to expand their capacity to **lead change, navigate disruption and embody a coaching mindset**. The outcome: building more **inclusive and engaged workplace cultures**.

What are your plans for rapidly upgrading your internal HR and business managers' capability to effectively coach individuals and teams? **Contact us to learn more.**

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