



THE
Leadership Coach's
Advantage™

*An Intensive
Program for
Professionals
Who Support
Organizational
Leaders*

Advantage:

*"Any state, circumstance, opportunity,
or means specially favourable to
success, interest, or any desired end; to
be of service to; to prove beneficial to."*

"What's really driving the boom in coaching, is this: as we move from 30 miles an hour to 70 to 120 to 180... as we go from driving straight down the road to making right turns and left turns to abandoning cars and getting motorcycles... the whole game changes, and a lot of people are trying to keep up, learn how not to fall."

—John Kotter

Do you want to raise your game as a leadership coach?

Join us for

The Leadership Coach's Advantage™

**An Intensive Program for People
Who Support Organizational Leaders**

If you are ...

- > an experienced internal or external coach, HR, OD or Talent Development Professional who is actively coaching leaders in organizations
- > eager to take your leadership coaching effectiveness to the next level
- > seeking new and creative ways and tools to help leaders raise their game

...then you can gain the Leadership Coach's Advantage™



“ What a gift to find all the gems I have been searching for pulled together in one program! All the materials resonated for me right from the beginning. It integrates so many pieces and elements in a way that supports personal growth, skills building and the capacity to develop others.”

*Deb Schubert, Director, HR Services,
Hamilton Health Sciences*

“ This is a fantastic program! So much learning! For experienced coaches the program offered new perspectives, tools and twists to old learning which brought forth intensive learning and insights. The program is so "to the point" and helped me go even deeper into coaching skills.”

Anita Winsnes, ACPC

The Leadership Coach's Advantage™ is an advanced coach training program that provides a unique framework and set of practical tools to help you raise your leadership coaching game. It is a thorough, practical and intense learning experience that:

- > balances solid theory of leadership coaching with skill development, practice and application;
- > explores leadership development in the context of the challenges facing leaders and organizations in a changing world;
- > is interactive and experiential;
- > is personally and professionally transformative.

What Makes the LCA a Game Changer for Leadership Coaches?

An Organizing Framework that Integrates the Key Components of Leadership Coaching

This framework helps experienced coaches organize their thinking about the unique aspects of leadership coaching; the coach's self, the coaching process and skills, change and learning, the inner world (of thoughts, feelings mindset etc.) and the outer world (business and leadership context) within which the coach and leader are working.



“Melinda and Dorothy created an actual experience of immense trust which I delightfully fell into... That trust piece stood out for me the entire time, feeling safe to go far and try new and stretch farther than I have... while being held onto very securely by two strong-armed queen facilitators.”

Maggie Distasi, ACC

“I think this program is perfect for experienced coaches as it represents a deepening in all the important parts of the coaching process; particularly, the unique aspects of a *leadership coaching conversation*, and the importance of sensing both the inner and outer world of the leader.”

Kirsti Hosøy, ACC

Coaches that pay skilful attention to these areas of expertise and integrate them in conversation gain a distinct advantage in how they serve leaders. This program takes a close look at each one of these components, providing models, tools and practice, to help you become more expert in having impactful conversation.

A Fresh and Practical Toolbox Useful to Coaches and Leaders

The program introduces a number of models, tools and practices that magnify vital elements needed both to coach and to lead effectively - no translation required. Participants of this program walk away with a powerful toolbox that can be drawn upon in coaching conversations. The toolbox is equally useful and relevant for leaders.

A Transformative Experience that Stretches Participants

Using a highly interactive approach, we pair personal development with skill development. We jointly create an environment for learning that fosters creativity, invites connection and taps into different learning modes. The blend of theory, practice, play and personal reflection provides variety and creates a flow that participants experience as respectful and safe. Combining personal attention with focused supervised learning in pairs, triads and small groups, the climate we create results in people feel willing and able to stretch themselves and their capabilities, regardless of their starting point and previous training and experience.

“ The tools, toys and participant guide were refreshing, new and very useful.”

Sonja Iversen, ACC

“ The program provided us with several new and practical tools for daily use. Particularly the "See - Stretch - Support model" and the "5 C Conversation flow", which point out the essential elements of coaching in a beautiful and easy way, are things I use frequently.”

Harald Arnesen, PCC

“ The way you set it up - I just let myself sink in to it, open all my “channels” and let me drift along with in the learning flow, which was amazing!”

Siv Bjørge Søremsaugen, PCC

A Shared Learning Experience with Experts in Coaching

We have years of experience in leadership development and mentoring leadership coaches. It is from working with a range of clients in Canada, the US, Europe, Central American, Australia and Asia that we draw many lessons and share them generously in this program. We believe the best learning comes from the sharing of wisdom by each who participates. Reflecting our philosophy of "learning with" this program provides a rich collaborative learning environment for experienced practitioners to really "raise your game" as a leadership coach.

About the Program

The program is designed to help you make shifts and develop capability on several levels, including:

- > **Intent:** What are your intentions as a leadership coach – and what shifts in intention would strengthen your effectiveness as a coach?
- > **Attention:** What do you habitually pay attention to – and what do you need to pay attention to in order to succeed as a leadership coach?
- > **Mindset:** What are your current mindsets about leading and coaching people (and about yourself) – and what shift do you need to make in kind to support them in being more effective?
- > **Behaviour:** How well does your current behaviour serve you in the various aspects of your coaching role – and what shifts in behaviour will enhance your effectiveness?
- > **Skills and tools:** What is your current "skill set" and "toolset" for coaching leaders – and what additional skills and tools will make you more effective in your role?

“ Most of all I enjoyed your endless store of new wisdom and new twists of old wisdom. Having come to my age and experience, I am always thrilled to find some insights from other angles!”
Gudrun Haan, ATC, Specialist in organizational psychology

“ I am in awe of how well they both facilitate. As with their structure, the facilitations is not obvious – the individual attendee or participant and their learning is always the focus. They always have time for individual needs without at any stage me feeling that the group was being compromised because their focus was on an individual. I have been in groups that they have blended with different cultures from different countries and each time that group has worked so well.”
Ross Denton, Professional Coach (New Zealand)

Program Details

Program length: 3 day module (9 am to 5 pm daily)

Program dates & locations: June 17-19, 2014—Toronto
OR

April 2014—Istanbul

ICF Continuing Education Credits: 18 CCEUs

For more information or to register for the program, contact:

info@peopledynamicslearning.com

Prerequisites:

You are an internal or external professional coach to leaders in an organization (public or private) *or* an internal or external HR professional, Consultant or Advisor, where your primary function is to coach and support leaders in their function

and

You have taken a coaching training program including a minimum of 60 hours of coach specific training and have a minimum of 100 hours of individual one on one coaching experience.



All the coaching and group work was priceless."

Sonja Iversen, ACC



This program has inspired self reflection allowing me to gain greater insights into my leadership and coaching practices. Melinda and Dorothy have a way of making the concepts, tools and models resonate. Because they feel relevant, I have found it easy to translate the learning into action. I have made positive shifts in the way I lead and coach as a result of this program."

Sandra Ramelli, ACPC, Director of Organizational Development, Hamilton Health Sciences

About the Facilitators

Melinda Sinclair and Dorothy Greenaway , Principals of PeopleDynamics Learning Group Inc., are internationally recognized experts in experiential learning, specializing in enhancing the quality of conversations in organizations. Drawing on decades of experience as consultants, coaches and trainers, we provide programs and resources for leaders and for those who support leaders.

Dorothy Greenaway, Master Certified Coach



Dorothy is energetic, creative and insightful as a coach, consultant, and facilitator with a wealth of experience working with organizations in Canada, USA, Australia, Asia and Europe. She started her management consulting and custom designed training practice in 1990 and has been intensively involved with coaching since 1997. She is Principal of PeopleDynamics Learning Group Inc., partnering with Melinda Sinclair in the design and delivery of leadership learning experiences.

As a former executive, she brings extensive corporate experience to her specialty of coaching and inspiring leaders to think in possibility and embrace and excel in purposeful leadership. As a learning facilitator, she is committed to helping Executives, Leaders, HR and OD professionals and professional coaches develop their capacities to facilitate conversations about what matters so that all can perform to their highest potential.

Before starting her own consulting and coaching practice, she was in the publishing industry with her last role being Vice President of Sales and Marketing with Prentice-Hall Canada. She was a founding faculty member and co-designer of Adler International Learning's Professional Coaching Certificate Program as well as their flagship Positive Change: Leader as Coach program. She acted in several leadership roles at Adler including Program Director and VP Corporate Services between 1999 and 2008. She continues to enjoy mentoring professional coaches from all over the world, seeking accreditation and supervision, as well as leaders striving to take a coach-like approach to their leadership roles.

Dorothy acts as a lead consultant and facilitator on a range of major projects, through her associations with others and on her own, working with clients such as Alcatel-Lucent, Hbc, Scotiabank, Canadian Tire, Cervus Equipment Corporation, CIBC Wood Gundy, Export Development Canada, Garanti Bank (Turkey), Pearson Education and Tine (Norway). She has been recognized as a coach, consultant and facilitator to organizations who were awarded the prestigious Prism Award as follows: Pearson Education Canada (2003), Scotiabank Commercial Banking (2004) and TINE (2010). The Prism Award is presented annually by the ICF in recognition of organizations who have enhanced excellence and business achievement through their commitment to coaching as a leadership strategy.

Dorothy is a Master Certified Coach by the International Coach Federation, is a graduate of the Executive Coaching Institute™, has studied with the Coaches Training Institute, the Newfield Network and has completed Co-Active Space's Leadership Development program. She is a graduate of the University of Saskatchewan.

Dorothy has been featured in many articles and broadcasts about coaching and is a sought after facilitator and speaker. She is an active member of the coaching community, having held leadership roles with the Greater Toronto Area ICF, volunteered with Up With Women in their Next Level coaching program for women who have experienced homelessness, and works with several other not for profit organizations, to enhance leadership and coaching worldwide.

Melinda Sinclair, D.Phil, Chartered Business Coach

"... to live in fullness, without waste of time and potential, expressing one's uniqueness, yet participating intimately in the complexity of the cosmos."

—Mihaly Csikszentmihalyi



Melinda Sinclair is an executive coach, curriculum designer, facilitator and educator with more than thirty years' experience working in knowledge-based and learning-oriented environments. She previously enjoyed a successful career as a researcher and lecturer in linguistics, focusing on the use of language for effective communication. She is Principal of PeopleDynamics Learning Group Inc., in partnership with Dorothy Greenaway.

As coach and facilitator Melinda brings a depth of knowledge and experience to the challenge of helping her clients develop a more 'integrated intelligence' in their work and life. She enjoys working with highly intelligent, sophisticated and successful individuals who want to use their strengths to create what they truly want for themselves while making a meaningful contribution to the various systems they belong to. Her clients include executives and senior managers, senior scientists and project managers, as well as self-employed professionals.

Her areas of special interest include leadership development for technical experts, leadership skills required for the future, team effectiveness, and effective conversation. She is currently co-authoring a book on the "conversation intelligence advantage" at work.

Melinda brings to her work a life-long commitment to learning and to being an effective facilitator of others' learning. She combines intellectual acuity with intuition, imagination and an ability to connect with people in a meaningful way. Clients, students and workshop participants especially value her gift to help them contextualize and reframe their challenges and opportunities in a way that expands possibilities.

In addition to managing her active international coaching practice, Melinda is a sought after coaching specialist and designer of leadership learning experiences. She is a preferred provider in Canada for 4-D Systems, a leading team performance enhancement company. Melinda was the original architect and designer of the ICF accredited Adler Certificate Program, which is currently offered in Canada, the US, and Europe. She also led the development of several leadership development programs, some offered in organizations around the world. A partial client list includes: Scotiabank, ScotiaMcLeod, CIBC Wood Gundy, Woodbine Entertainment Group, Canadian Tire, Ericsson, TINE (Norway), Nestle, Dundee Precious Metals, Hamilton Health Sciences, CBC, Loblaw, NASA, and Alcatel-Lucent.

Other coaching related projects Melinda has been involved with include: member of the Founding Board of the Graduate School Alliance for Executive Coaching (GSAEC); founding member of the Curriculum Committee for GSAEC, looking into standards for graduate level programs in executive coaching; member of the expert panel on business coaching competencies formed by the Worldwide Association of Business, the Professional Development Foundation and Middlesex University; member of the first accreditation panel for business coaching training programs; Chair of the Workgroup on Professional Standards for Business Coaching.

Melinda is one of only a few coaches in the world to be awarded the Chartered Business Coach (ChBC™) designation by the Worldwide Association of Business Coaches, based on a rigorous process designed by the Professional Development Network in association with Middlesex University. Her formal training includes a doctorate in Linguistics, post-graduate training in psychology, plus extensive training in professional coaching.

A varied and rich life experience complements Melinda's professional experience. She has lived and worked in different countries, successfully navigated several major life changes, and manages (most of the time!) to balance several life roles.

About PeopleDynamics Learning Group

At PeopleDynamics Learning, our purpose is to support the unfolding of human potential, in ourselves and in others, for the good of the whole. Our approach sits on the foundation of both a set of aspirations that drive us and the mindset that underpins our approach to learning and leading in this world.

We aspire to be a positive force in the world.

We aspire to be mindful in how we engage with the world.

We aspire to live with a deep sense of our interconnectedness with humanity.

We envision a world where people collaborate effectively to create a brighter future.

We work with leaders who want to gain the results advantage in a world where collaboration, creativity and engagement are imperative to success. We also work with those who support leaders in gaining this advantage such as coaches, facilitators and human resources professionals.

We are experts in:

1. conversation as a business process for getting results
2. coaching as a leadership capability
3. coaching education for leadership coaches (internal and external)
4. the process and skills of cultivating high quality collaborative environments for teams and groups
5. the design and delivery of practical and impactful learning experiences that lead to shifts in mindset, skills and practices to lead optimally.

Our services include:

- › facilitating in person learning programs and retreats
- › executive coaching
- › team coaching
- › collaborative group learning labs
- › e-learning programs

To find out about our unique approach and our offerings, visit our website:

www.peopledynamicslearning.com