



# Coach-ability

## The Leadership Superpower

### Benefits of a being coachable



**4x**

More Likely to Be Rated as Highly Effective



**3x**

Higher Employee Engagement



**20%**

Higher Productivity & Promotability Ratings

### The Foundational Skill and Mindset for All Development

For decades organizations attempted to develop leaders by providing them with feedback. Missing was any preparation of the recipients to welcome and absorb that feedback in ways that promoted fresh behavior. Indeed, career derailment can be predicted by one question: “Does this leader seek and respond to feedback?”

Regardless of the coach’s skill, effectiveness will decline if leaders are not ready to receive or implement feedback.

### Great Leaders COACH and Are COACHABLE

Leaders are trained to effectively give feedback, not receive it. Our research confirms that while leaders are generally coachable early in their careers, receptiveness steadily declines with time and promotions to higher levels.

Coachability is a crucial skillset for all leaders. If organizations desire their training and development efforts to impact behavior change, bet on coachability.

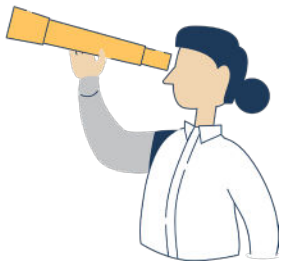
### Coachability Program

Leaders learn:

- Why being coachable is a critical first step in any development process.
- Their current approach on five coachability dimensions and how often they signal coachability to others.
- The dangerous leadership assumptions that keep leaders out of their learning zone.
- New habits for capturing coachable moments.
- How to connect a commitment to personal growth with a focused action plan.

# COACHABILITY ROADMAP

A coachable leader values self improvement and operates consistently in a learning zone by applying the practices of:



Seek



Respond



Reflect



Act

COACHABILITY allows leaders to avoid wasted time and investment by managing their resistance, elevating their responsibility, and establishing new habits for **capturing the coachable moments that matter.**

## INCLUDED DELIVERABLES

- Coachability Dimensions Self-Assessment and Personalized Report
- Coachability Participant Guide and Playbook
- Coachability Roadmap Resource

## OPTIONAL

- *Coachability: The Leadership Superpower Book*

*"Coachability offers a practical approach to seeking, receiving and implementing feedback to avoid career stagnation and promote professional growth. It reinforces an open, growth mindset and gave me personal insight into how I might operate more often in my learning zone."*

—Program Participant



## TARGET AUDIENCE

Designed for leaders at all levels in the organization who value self-development and want to increase their effectiveness and openness to feedback.



## FLEXIBLE FORMATS

In-person Development Experience

Live Online Development Experience

Delivered in a 4-hour session, or two 2-hour sessions



## DELIVERY OPTIONS

May be delivered by Zenger Folkman's facilitators or by certified internal resources



## CERTIFICATION OPTIONS

Certify an internal facilitator to deliver a development experience or provide coaching.