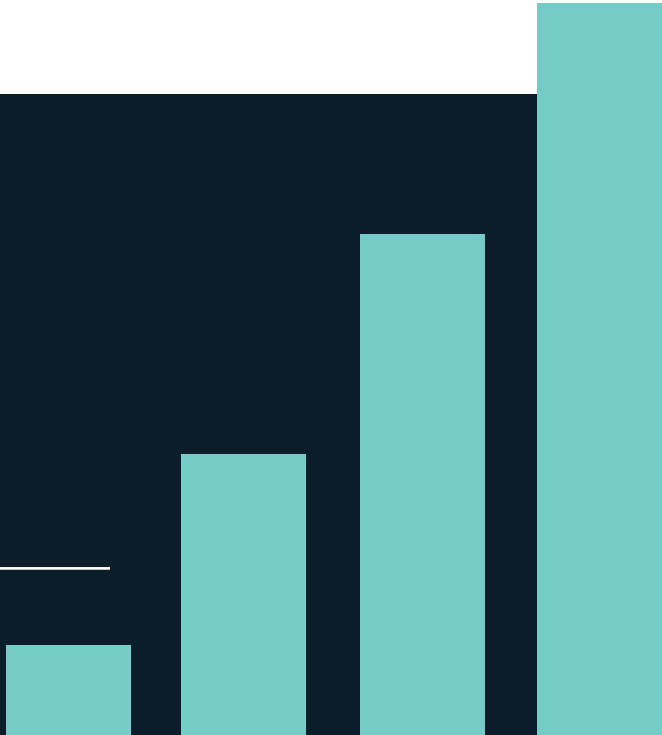




# Coach-ability™

## 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 at all levels 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 person seek and respond to feedback?”*

Regardless of the coach’s skill, effectiveness will decline if individuals 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 individuals are generally coachable early in their careers, receptiveness steadily declines with time and promotions, posing a significant challenge to sustained success.

Coachability is a crucial skillset for anyone desiring to increase their effectiveness. If organizations desire their training and development efforts to impact behavior change, bet on coachability.

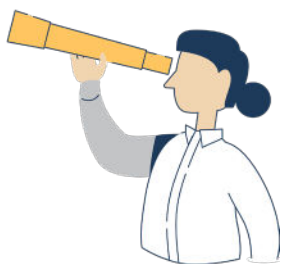
### Coachability Program

Participants learn:

- To leverage feedback as a catalyst for growth.
- Their current approach on five coachability dimensions and how frequently they convey coachability to others.
- To break free of dangerous assumptions that limit and hinder their learning zone.
- New habits for recognizing and embracing coachable moments.
- How to align a commitment to personal growth with a focused action plan.

# COACHABILITY ROADMAP

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



Seek



Respond



Reflect



Act

COACHABILITY allows leaders, emerging leaders, and individual contributors 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 individuals at all levels in the organization who value self-development and want to increase their effectiveness and openness to feedback.



## FLEXIBLE FORMATS

In-person or Live Online Development Experience

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

1:1 Self-Assessment Debrief with Coach

- Duration: 30 to 90 minutes, based on participant goals



## 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.