Dyadic relationships with the intent of helping others come in many forms. One of the fastest growing forms is coaching. But, understanding effectiveness in coaching has been elusive. One reason for this is hanging onto the old guard of traditional management through directing and telling others how to do their job or complete a task. An emerging contrast in coaching is the approach of coaching with compassion versus coaching for compliance. Each approach arouses somewhat different psycho-physiological systems and has an impact on a person’s openness. Coaching with compassion is believed to stimulate better cognitive functioning, increase perceptual openness to ideas, emotions and people, create positive emotional states, improve immune health, and reverse some of the damage from chronic stress.

This program will highlight the latest findings and practices on coaching featuring the work of thought leaders in this area from the Weatherhead School of Management's Department of Organizational Behavior. This interactive day will explore Weatherhead's distinctive approach to executive coaching in developing and energizing others. Grounded in the principles of Dr. Boyatzis' theory of intentional change, this approach to coaching leverages the individual’s personal aspirations and desires to bring about sustained, desired change. You will also utilize real-life coaching scenarios in order to leave the program with practical application you can take back to your team and organization.

This program will help leaders:
- Understand how to coach others for sustainable change.
- Appreciate the difference between coaching with compassion and coaching for compliance.
- Learn how coaching with compassion is a source of renewal for the coach, as well as a source of development for the person being coached.

**Competencies Addressed:** Builds Effective Teams, Develops Talent, Drives Engagement, Instills Trust, Communicates Effectively