

# SELFMANAGEMENT

COACH

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## CERTIFIED SELF MANAGEMENT COACH (CSMC):

For 25 years, clients have been partnering with the Self-Management Group (SMG) to develop “self-managed” performance cultures. SMG continues to lead the way with the Certified Self-Management Coach (CSMC) training program. It certifies internal, corporate self-management coaches and gives them the skills, resources and support they need to effectively train, coach and develop high performing, self-managed employees.

This program helps internal coaches apply “self-management” content in one-on-one coaching and mentoring programs. It builds in-house coaching capacity and is appropriate for coaching employees, sales representatives, managers and corporate leaders.

If you are an internal or corporate coach and would like to add depth to the work you are doing for your organization, the self-management coaching system is for you. It provides a proven coaching method that will improve individual performance through a system that supports individuals as they integrate self managed behaviours into their daily activities.

### OUR PROCESS:

Over 25 years of research, profiling, training and coaching, have helped us identify the critical elements that lead to effective Self-Management Coaching. Prospective internal coaches can complete the certification in 6 Simple Steps:

1. Coaching Fundamentals

2. Principles of Self-Management



3. Coaching Tool Kits

4. Practicum

5. Support

6. Certification

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**Step 1, Coaching Fundamentals:** During this initial phase we will help the coach to understand the fundamentals of effective coaching. Program participants will walk away with a deeper understanding of how to coach for commitment and how to develop other people's internal resources for success, self-reliance and self-management.

**Step 2, Principles of Self-Management:** Our experience has taught us that the number one core competency of successful people at any level of an organization is the ability to self manage. We will introduce our principles and processes train the coach through our nationally recognized Managing Effort Coaching Process.

Understanding how to manage effort is an essential part of our coaching system. It is a highly accountable, no-nonsense approach that helps coaches develop commitment and responsibility among program participants.

**Step 3, Coaching Tool Kit:** Each coach is trained in the use of our Coaching Tool Kit. These Kits have been expertly designed to support the coach as they apply their learnings. They help the coach to work with individual clients and apply the Principles of Self-Management to a wide variety of different work circumstances.

**Step 4, Practicum:** The coach will learn to apply Self-Management systems and principles to a variety of different scenarios through 2 days of coaching practicum exercises and group presentations.

**Step 5, Support:** Each Coach trainee will partner with a Certified Master Coach for 6 Coach Mentoring sessions. We coach the new coach while they work with their first internal clients.

**Step 6, Certification:** Upon successful completion of the training and mentoring sessions each coach will be provided with a coaching certificate, recognized by The Worldwide Association of Business Coaches.

## BENEFITS:

Program participants will leave with a deeper understanding of how to apply proven Self-Management and Managing Effort Strategies to one-on one coaching relationships.

- Develop internal coaches who will support the day to day application of SMG principles
- Coaches develop their own self-management potential and become role models for their organizations
- Become experts at coaching others on the 4 Step Self-Management System
- Learn a day-to-day system that will help the coach to tap into the internal motivations that drive performance
- Become expert in working with the Performance Equation™ and its elements
- Discover how to develop potential, and coach for commitment, and performance, without coaxing or using external motivation tactics
- Maximize the organizations return on investment on other Self Management Training programs by strengthening in-house capacity

## BUDGET

\$3,945 per participant for 3 days of training. Includes all materials, coffee breaks /lunches. 5 licences/kits to coach 5 employees over 12 sessions.