



# Coaching for Leaders (CFL) in Health Care

## Course Objectives and Content Outline

### Course Objectives

1. To identify and apply key coaching skills and behaviors: building alliances, co-creating agreements, and establishing agenda and accountabilities.
2. To understand the neuroscience of human change and to explore the reasons that us to be ready for the next stage of change, and reasons why we “tap the brakes.”
3. For participants to find ways to use their own style and temperament as a coaching leader.
4. To distinguish when to coach—and when not to.
5. To address employee development along with performance and production, making the solid delivery of feedback an on-going practice at all levels.
6. To foster a coaching culture where everyone begins to understand and practice coaching skills and presence in their leadership.

### Course Commitments

- Your participation is a big deal, both at our ten monthly 90-minute general sessions, and
- In small groups “pods” that meet with a member of the SeattleCoach team for an hour of connection and practice between each general session.
- In addition, we ask each participant to purchase a hard copy of *The Coaching for Leaders Playbook (2<sup>nd</sup> Edition)*, and plan on an hour of independent study between each general session.
- And of course, we’ll ask you to test-drive what you’re learning in the course of your current work.

#### General Session #1: // through page 9 **Monday, 9/23/24, 3:30-5pm (PT)**

Welcome, introductions, overview, and essentials: why this? why now?  
The Play Cards  
A demo  
Working with your peer coaches

#### General Session #2 // through page 23 **Monday, 10/21/24, 3:30-5pm (PT)**

Coachable  
Talking about this thing you’re doing/becoming  
A demo

#### General Session #3 through page 41 **Monday, 11/18/24, 3:30-5pm (PT)**

Human brains: belonging, predictability, and the stages of change  
The Wheel  
Key Skills and Behaviors Part 1: Co-Creating a Level 3 Conversation  
Finding the focus: 5 questions  
A demo

**General Session #4 // pages 42-44 Monday, 12/16/24, 3:30-5pm (PT)**

Key Skills and Behaviors Part 2: Exploring Resistance  
 Human Change Models; Brain Science  
 A demo/16

**General Session #5 // review pages 24-44; pages 45-47; page 54-57 Monday, 1/14/25, 3:30-5pm (PT)**

Key Skills and Behaviors Part 3: Finding the Next Step, the Experiment  
 Focused coaching conversations—of any length  
 Coaching Lab I: A Strong Start

**General Session #6 // pages 48-63 Monday, 2/10/25, 3:30-5pm (PT)**

Key Skills and Behaviors Part 4: Your Authenticity, Transparency, and Presence. Being Brave  
 Key Skills and Behaviors Part 5: Skills to Use Strategically and Powerfully  
 Leadership Coaching Presence: *The Flag Exercise*  
 The Practice of “Resetting”  
 Coaching Ethics  
 Coaching Lab II: A Full 10 Minutes

**General Session #7 // pages 67-88 Monday, 3/10/25, 3:30-5pm (PT)**

Leadership Coaching Presence, continued

- The Coaching Leader’s Arena
- Somatics
- Coaching Big Emotions (and with them)

Balancing accountability and support with your coachees and team  
 What to do when your coachee needs mental health support

**General Session #8 // pages 89-95 Monday, 4/7/25, 3:30-5pm (PT)**

Giving Feedback Like a Coach

- Finding Your Fluency with Support and Challenge
- The Rule of 4
- Refining the “How To”

**General Session #9 // pages 97-102 Monday, 5/12/25, 3:30-5pm (PT)**

Putting it All Together  
 Some personal visioning and preparing for next steps in “doing the craft, being the coach.” For example:

- Joining an advanced Professional Credentialing SeattleCoach Cohort
- Becoming a Pod Coach for an upcoming CFL Cohort

**General Session #10 // pages 97-102 Monday, 6/9/25, 3:30-5pm (PT)**

“Next Steps” presentations by triads  
 Vision, opportunities, and next steps for you and for this emerging coaching culture

We’ll always keep [this page](#) updated with additional details.

To the Journey Then!

A handwritten signature in blue ink that reads "Patty".

Patricia Burgin, MA, Master Certified Coach  
Founder, CEO, Supervisor, Co-Creator

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