

WHAT IS EXECUTIVE GROUP COACHING?

Executive group coaching is a facilitated, action-learning, process that builds upon the strengths, combined energy, experience, and wisdom of the group. The intent is to provide interactive reciprocal learning and new knowledge in the form of strategies and best practices, to achieve organizational goals and enhance individual growth and development.

Cost: \$750

Registration includes the required textbook. (a \$90 value)

Registration Deadline: Jan 27, 2012

360-Assessment: Jan 27 — Feb 6, 2012

360-Feedback: Feb 14, 2012

Coaching Sessions: Feb 16—May 10, 2012 (See below)

Date	Location	Hrs.	Topic
Feb 16	NHHEAF	9-3	Building Commitments
Feb 23	Webcast	2-4	Acting on Commitments
Mar 15	Webcast	2-4	Ongoing Regard
Mar 29	Webcast	2-4	Testing Assumptions
Apr 12	Webcast	2-4	Deconstructive Feedback
Apr 26	Webcast	2-4	Clear Direction
May 10	NHHEAF	9-3	Measuring Outcomes, Social Motive

Sessions combine in-person group coaching and remote group coaching via webcast.

To read more go to:

<http://homecareassociationnh.wordpress.com/>

WHO SHOULD PARTICIPATE?

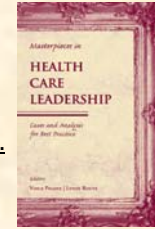
If you are a CEO, Executive Director, or Senior Leader looking for ways to:

- enhance your ability to lead others
- enhance self performance
- advance to a more senior position

then you should enroll in **Executive Group Coaching for Home Care Leaders**.

LEARN FROM BEST PRACTICES

Learn what successful leaders are doing from the authors share best practices from their book: Masterpieces in Healthcare Leadership: Cases and Analysis for Best Practice. Build on your strengths and apply proven techniques to improve your leadership.



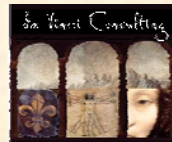
DAVINCI CONSULTING PARTNERS

The focus of daVinci Consulting's work is developing leaders and community building. **Vince Pelote**, MBA has been successfully coaching leaders for more than 30 years. **Lynne Route**, MEd, RN, has extensive expertise in adult learning.

Pelote and Route have worked with highly successful organizations from across the nation, including 2 Malcolm Baldrige Recipients, a National Quality Award winner, and two Summit Award winners.

Pelote, a member of the International Coaching federation has delivered 1:1 Coaching, Team Coaching, and Group Coaching to leaders in the Banking Industry, Manufacturing, and Non-profit Organizations, as well as Health Care.

A sample of daVinci Consulting's clients include Robert Wood Johnson University Hospital, Brigham and Women's Hospital, Cleveland Clinic, U-MASS Graduate School of Nursing, Cooley Dickinson Hospital, the Home Care Alliance of Massachusetts, and the Mount Washington Valley Health Care Collaborative.



Creating Masterpieces in Leadership

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Executive Group Coaching for Home Care Leaders

Are your leadership practices getting the results you need?

Are you looking for techniques that will help you attain your goals and motivate your leadership team?

Do you want an experiential learning program that helps you build confidence in your leadership skills?

Are you looking for support and wisdom from your peers?

The Home Care Association of New Hampshire and daVinci Consulting invite you to participate in this new program, "Executive Group Coaching for Home Care Leaders." This innovative program is guaranteed to help you hone your leadership skills and achieve personalized goals.



BENEFITS

Participants can expect to:

- Improve their leadership capacity by learning specific behaviors that contribute to organizational success
- Develop and implement personalized action plans that will guide their professional growth
- Learn from their peers and daVinci coaches
- Support each other by sharing their wisdom and resources
- Dramatically improve employee and customer satisfaction within their work area

WHAT OTHERS ARE SAYING

Group Coaching can have a tremendous impact upon you and your whole organization. Past participants said:

"I have grown tremendously as a result of group and individual coaching and it has had a positive impact upon every one of my staff. Each one of us is doing things differently. The positive results are there to prove it."

Martha Hamm, President and Owner, Best Home Care

"The group itself, with experienced guidance, was a way to share perceptions and information in a safe and objective atmosphere. So much of what we do in leadership positions is done without a safe peer group. I found my new relationships to be invaluable. I found it extremely helpful to get to know others who deal with the same issues. It was particularly helpful to do this with the theoretical background taught in the course."

Carol Piel, Holyoke VNA and Hospice Life Care

"As a result of participating in the Executive Group Coaching offered by HCA and daVinci Consulting, I have more faith in my staff and I believe the staff have more faith in themselves. The wisdom within the organization is being spread around. Many people feel confident to make decisions."

Jeanne M. Ryan, Executive Director, VNA & Hospice of Cooley Dickinson, Inc.

OUTCOMES

After going through the daVinci Consulting Group Coaching program, participants can expect to improve in any number of the following behavioral competencies:

- Set realist, challenging goals for self and others
- Aptly assess strengths and weaknesses
- Provide feedback that enables others to learn and grow
- Anticipate and predict the effect of own actions on others
- Try out unusual or dramatic actions to have an impact
- Fluently share personal & organizational commitments
- Make beneficial contacts outside the workplace
- Respond to others concerns by altering own behavior
- Predict and prepare for the needs of others

*"Companies that have used professional coaching for business reasons have seen a median return on investment **seven times** their initial investment."*

Source: 2009 report from the **INTERNATIONAL COACHING FEDERATION: ICF Global Coaching Client Study** conducted by PricewaterhouseCoopers LLP.

PHASES

There are four key phases in our Group Coaching for Leaders program: assessment, feedback, goal-setting, and bi-monthly coaching sessions.

Assessment

The first phase focuses on gathering important data from multiple sources. One of the methods we use is a 360-degree assessment that is based upon social intelligence competencies.

Feedback

The second phase of group coaching involves interpretation of the assessment. Participants use the feedback to target their inherent strengths that ultimately guide their action learning plans.

Goal Setting

During the third phase participants build commitment statements based on their values, strengths, and organizational directives. The daVinci coach helps the participants set specific goals at four different levels: leading yourself, leading teams, leading an organization, and leading in your community.

Bi-monthly Sessions

The fourth phase includes a series of scheduled coaching sessions where participants learn through dialogue, reflection, and action. The typical session involves a review of progress toward coaching goals, an introduction to a best practice and supporting theory, and setting new goals.