

Marilyn R. Orr
Leadership Topics
Portfolio

Date: July 2019

Contact: Marilyn@CapacityBC.com
512-413-3537
[@coachmarilynorr](#) on Facebook, Twitter, Instagram

Leadership Topic - Coaching Skills Development

Duration: 1.5 Days

ICF Core Competency Hours: 12

SHRM Personal Development Credits: 12

Learning Objectives:

- Learn and use a coaching model
- Understand principles of what coaching is and is not
- Begin using and understanding the critical skills of coaching

Curriculum Includes:

- 5 Key Coaching Skills
- 5 Step Model of Coaching
- 5 Core Principles of How to Be when Coaching

Each participant receives a toolkit including:

- Learner's Guide
- Desk Reference Pyramid with the 5/5/5 Model™
- 365 Coaching Questions booklet
- 50 Coaching Questions quick reference bookmark
- The Airplane Journals DVD, a documentary on coaching by an award winning documentary filmmaker which includes coaching demonstrations and instruction.

Option 1 - 1.5 days which includes practicum for the final half day

Option 2 - Additional 3 x 1.5 hour Zoom practicums over 8 weeks post training to embed the skills and allow for feedback on integration of coaching skills

To see more about this highly respected program please visit this link: [5/5/5 Coaching Skills Training Program™](#)

Additional Cost: \$125 per participant for resource toolkit

Leadership Topic - Emotional Intelligence Awareness

Duration: 1 Day

Learning Objectives:

- Participants will be able to describe the component parts of EQ-i^{2.0}
- Learners will be able to articulate what EI is and is not
- Increase understanding of team dynamics based on emotional intelligence strengths
- Based on their individual reports they will be create an action plan for growth in key areas of emotional intelligence

Here is how the training works:

Step 1: Pre-work before class time

Take the assessment and receive one-on-one feedback

Step 2: Attend in-class full day training

Classroom Time:

Pre-work allows participants to be familiar with the model and have a chance to understand their personal strengths. Classroom type ties this learning to implications within the work environment.

If participants are part of one team the focus can be more deeply applied to team dynamics. When participants are from a variety of departments the learning will focus on the principles of impact in relationships.

Additional Cost: \$225 per participant for assessment and one-on-one read back with trainer.

Topic - Emotional Intelligence Assessment Certification

Duration: 2 Days + 0.5 days Pre-work Independently

ICF Core Competency Hours: 9.25

ICF Resource Hours: 6.75

Learning Objectives:

- Define emotional intelligence and its importance
- Describe the components of the EQ-i^{2.0} including defining composite scales and subscales
- Understand the science behind the EQ-i^{2.0}
- Interpret an EQ-i^{2.0} assessment
- Administer the EQ-i^{2.0}
- Follow a structured approach preparing for a feedback session
- Demonstrate the ability to conduct an effective assessment feedback session
- Explain the benefits of EI to their client groups
- Describe how EI applies to different disciplines
- Identify resources available post-certification
- Assess which report type is appropriate for their client

Here is how the training works:

Step 1: Pre-work before class time

Take the assessment and receive one-on-one feedback
Complete 3 on-line modules (totally half day)

Step 2: Attend in-class 2 full days of training in EQ-i 2.0 and the EQ 360

Step 3: Complete the on-line exam and receive certification upon passing

Topic - Emotional Intelligence Assessment Cert. (Cont'd)

Each participant receives:

- EQ Edge Book by Stein & Book
- Personal EQ-i assessment and read back
- Access to tokens to complete both an EQ-i and and EQ-i 360 following class
- Access to online portal to resources and class content following class

Classroom Time:

Having gained a basic understanding from the pre-work modules, classroom time focuses on:

- Understanding subscale interactions and correlations
- Links between specific subscales
- Effective questioning techniques
- Confidentiality and its exceptions and ethical considerations

Additional Cost: \$300 per participant for resources including book, assessment and tokens

Topic - Behavioral Styles & Effective Communication

Duration: 1 Day

Learning Objectives:

- Participants increase self-awareness through the use of the behavioral style tool DISC
- Communication is greatly improved by understanding different communication and conflict styles
- Participants learn communication tools that enable effective listening, even when stakes and or emotions are high

Classroom Time:

- The DISC model is thoroughly explained
- Individual reports are distributed with time to review and have questions answered
- Activities to reinforce the learning and understanding of the different behavioral styles are used
- Participants create personal growth plans based on their style and how that impacts their work and relationships with colleagues
- When participants are co-workers activities allowing discussion of individual results and team implications are incorporated in small group settings

Additional Cost: \$100 per participant for individual DISC Behavioral Style Report

Topic - Conflict and Difficult Conversations

Duration: 1 Day

Learning Objectives:

- Gain understanding about one's own conflict style and patterns
- Learn about other styles of conflict
- Be exposed to and practice a few communication and conflict tools
- Reduce the fear or love of conflict and move towards healthy mutually respectful assertiveness

Classroom Time:

- An explanation of the psychological causes of conflict and the ways that it shows up
- Participants complete a short adult conflict style inventory
- Reflection time is incorporated helping participants understand what they gain and lose by their current pattern of handling conflict
- Tools for dealing with conflict more effectively are modeled, taught and practiced
- Participants create their own action plan to improve their skills and assertiveness based on their learning

Notes:

All training is highly interactive. A coach approach is utilized to insure learning is integrated effectively and applied individually.

Combinations and customizations of these programs are welcome.