



RANDY MEANS & ASSOCIATES

Rubicon Leadership Institute

# COACHING FOR LEADERSHIP EXCELLENCE: Changing the Game

## A TWO-DAY WORKSHOP ON COACHING FOR LEADERS



This two-day workshop focuses on learning practical leadership skills that you will use throughout your career. Most of your future success will be a function of how well you coach and influence others to perform at higher levels. People follow leaders they trust and who help them learn skills that make them successful. We believe leadership is best learned by hands on practice, honest feedback and learning from mistakes. This workshop is for those who want to change their game and get results.



Many of us have attended a workshop, enjoyed the break from the day-to-day grind, had some interesting discussions but then went back to the job and just never got around to applying the workshop content. That will not be the case here. Our approach is simple, yet quite different. While attending, you will learn and practice skills that will make you a stronger leader but most important, you will create a strong action plan, implement it, and over the three months following the workshop, be accountable to your peers to share the results in order to learn from both successes and failures. Leadership is about building and growing productive relationships, understanding and influencing the culture of the organization, and coaching and guiding your team to excel today and in the future.

# Workshop Topics

1. The Critical Relationship Between Coaching and Leadership
2. Culture: What is it and Why is it so Important?
3. *Circle of Control, Circle of Concern*
4. *The Coaching Mindset*
5. *Practical Skills #1 – Setting Goals and Expectations*
6. *Practical Skills #2 – The Art of the Conversation*
7. *Practical Skills #3 – Collaboration: A Contact Sport*
8. Practical Skill #4 – Engaging and Developing Your Team
9. Practical Skill #5 – Bringing it all together: A Process That Works Every Time
10. Action Planning & Cohorts

## Get to Know Your Instructors



### **Deputy Chief (Ret) Dean C. Goodwin, EML, MS**

brings decades of experience and relevant education to Randy Means & Associates. He has an Executive Master's in Leadership from the highly regarded Georgetown University School of Business and master's degree from Virginia Tech University in Adult Learning and Human Resource Development. Dean is a national facilitator in leadership, a former Franklin Covey consultant and a United States Marine Corps veteran of Desert Storm.



### **Dr. Gary Lambert, PhD**

is an organizational psychologist who helps people and organizations realize their full potential. He has served and consulted with a wide variety of companies and organizations over the course of his career. He helps them identify and develop superior performers who are likely to rise to the challenge of future leadership roles. Over the past decade, he has worked with law enforcement, leveraging advances in behavioral science and neuroscience to sharpen the ability to make split-second decisions and ensure the safety of both law enforcement professionals and citizens. Dr. Lambert is dedicated to the mission of using his +30 years of experience to help law enforcement accomplish the challenging goal of building mutually trusting relationships with members of the communities in which they live and serve.



## **Rubicon Leadership Institute**

RANDY MEANS & ASSOCIATES, LLC  
312 E. Main Street, Suite 1801 Norfolk, Virginia 23510  
757-618-2246 [www.randymeans.com](http://www.randymeans.com)

