

Boss to Coach One

Too often, traditional manager development programs are aligned with outdated, top-down management. Gallup's latest workplace research reveals that today's employees demand meaningful work, managers who care for them as people, ongoing communication, clear work expectations, and opportunities to learn and grow. They want a coach, not a boss.

Boss to Coach One is the first half of a revolutionary manager development experience that equips managers to exceed the expectations of the changing workplace. With a focus on strengths-based, engagement-focused and performance-oriented coaching, managers will be equipped to make employees, teams and organizations more productive and profitable.

Learning Components

After completing all requirements for Boss to Coach One and Two, participants will become a Gallup-Certified Manager for three years. Boss to Coach One incorporates more than 25 hours of content and includes these learning components:

In-Depth Instruction

Gallup's latest discoveries, best advice and most effective management strategies come to life through instruction that is interactive and media-rich. World-class Gallup instructors bring the learning to life through discussion, practice and small-group activities using the modality that is right for you.

Eight Self-Paced Learning in Action Modules

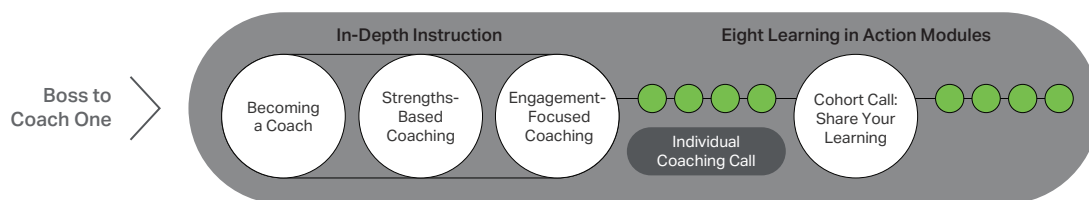
Learning in Action modules help participants implement what they have learned, share their achievements and progress with their peers and manager, and sustain effective changes over time.

One Two-Hour Live Online Cohort Call With a Gallup Instructor

Midway through the Learning in Action modules, the cohort will meet to share successes and ideas about implementation.

One 60-Minute Coaching Call

Gallup coaches solidify learning, guide development and highlight relevance during a one-on-one call with each participant.



Course Overview

Becoming a Coach
Strengths-Based Coaching
Engagement-Focused Coaching
Developing Performance

Select the delivery format that is best for your organization:

Course Delivery Format:	In-Person	Virtual Instructor-Led	Blended Online
In-Depth Instruction:	Two full-day, on-site sessions with a Gallup instructor	Two full-day or four half-day, live online sessions with a Gallup instructor	Three interactive, self-paced learning modules Five two-hour live online sessions with a Gallup instructor
Additional Learning:	<ul style="list-style-type: none"> • Eight self-paced Learning in Action modules • One two-hour live online cohort call with a Gallup instructor • One 60-minute coaching call 		
No. of Participants:	Min: 15 Max: 30	Min: 10 Max: 24	Min: 10 Max: 24
Minimum Commitment:	10 weeks	10 weeks	12 weeks

Target Audience

Boss to Coach One is for managers who want to accelerate individual and team performance through powerful conversations and coaching, achieve measurable gains in key business outcomes, and drive organic growth through human development.

Learning Outcomes

Participants in Boss to Coach One will experience transformational development through individualized learning, shared experiences and one-on-one coaching. Participants will shift from being a boss to being a strengths-based, engagement-focused and performance-oriented coach by:

- understanding and applying their strengths to enhance their practice as a manager
- implementing best practices for using CliftonStrengths with individuals and teams
- activating Gallup’s employee engagement framework to produce specific business outcomes
- applying the three core principles of Gallup’s performance development model
- practicing the five coaching conversations that drive performance and boost engagement and accountability

Resources for Participants

Course participants have access to the following digital resources for two years. They receive extended access with active certification.



CliftonStrengths 34 Report:

A unique access code unlocks the full CliftonStrengths profile, personalized reports and other resources.

Action-planning tool: Participants build an action plan during the course to implement with individuals and their team.

It's the Manager strengths and engagement on-demand learning: This interactive just-in-time learning content expands on the learning based on individualized needs.



Coaching guides for individuals

and teams: Detailed coaching guides provide managers with conversation overviews, coaching prompts and team activities to use during ongoing conversations

Additional Resources for Your Organization

- **Pre-course call with a Gallup course instructor:** A discovery call with your executive sponsor or program leader will set the tone for the partnership and ensure the course leader is well-versed in your organization's norms, needs, issues and expectations.
- **Conversation Guide for Leaders:** Organizational leaders can use this conversation guide with their direct reports who are enrolled in Gallup's Boss to Coach course. It includes high-level concepts from the course and weekly questions that facilitate and sustain the shift from boss to coach.
- **Two-Year Basic Gallup Access CliftonStrengths Subscription:** This subscription includes personalized strengths reports, CliftonStrengths Team Grids, interactive learning modules and action planning guides.
- **Two-year superuser access to Gallup's learning management system:** This access allows one person to view completion reports for employees in their organization.
- **Gallup Access onboarding session:** This session will provide the superuser with an overview of the Gallup Access platform.

Professional Credits

Participants who successfully complete this course can earn professional credit hours from HRCI and SHRM. For more information, contact CEU@gallup.com.