



PARTICIPATION  
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# GSA Course Catalog

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The Strategic Executive Coaching Alliance (SECA) is proud to have entered into a teaming agreement with Participation Consulting and to thus be able to provide the following programs and courses under the GSA Schedule. The following programs and courses can be procured through Participation Consulting GSA schedule. The program and course fees are based on hourly charges as set for Participation Consulting clients

## AA. The High Performing Team—A Team Coaching Experience for Existing Teams

- Description: Does your team need to up its game in order to become truly high perform  
This team coaching module (6-8 3-hour meetings)  
engages leader and team in a year-long journey from doing business as usual to doing business as an aligned and fine-tuned unit. If needed, a virtual approach can engage teams that are not collocated.
- Objectives: This team coaching engagement involves leader and team in identifying their current levels of function, their three areas of desired change, their agreed on action steps. They then practice their new behavior and get/give feedback on their action steps and behavior shifts. If a virtual approach has been used, that approach will serve to model new, IT-enabled ways to work, communicate and collaborate.
- Topics: : High-impact team behaviors : What is important to our team?  
: What can we control? : How did we do? Metrics!!  
: What would make it better? : What did we learn?

## AB. Coaching Federal Sector Leaders for Power, Strategy and Success

- Description: This 20-hour coaching experience consists of 10 2-hour coaching calls or meetings in which the coach works one on one to help the Federal Executive/leader Identify specific achievements and behaviors to enhance and then supports the leader through the process from awareness, exploration, insight, planning, practice, feedback and achieving impactful results. The coaching experience will leverage input through 360 feedback, personality and strength profiling, and use of other tools as needed.
- Objectives: This coaching module will support managers and supervisors in achieving their professional and work-life balance goals, will enhance their on-the-job effectiveness, their leadership mastery, and their ability to mentor and coach subordinates and teams.
- Topics: : Leadership style : Leveraging strength  
: Strategic leadership : Leadership conversations  
: Focusing up, out and across : Shifting behavior

## AC: Don't Wait for Your Emerging Leaders to Blossom—Coach Them to Explode Into Success

-- Description: Today, in times of change, stress and uncertainty, it is important-- even crucial--that your next level of leadership be equipped to hit the ground running. This 1-year program provides leadership coaching for high potentials both 1-1 and in group workshops to ensure that your organization has the leaders it needs when the need arises. Each participant receives 16 hours of 1-1 coaching and 8 hours of coaching in groups to reinforce learning, basic leadership principles and to create a collegial cadre for the future.

--Objectives: This emerging leader development coaching module is designed to take each high potentials and provide relevant, work-related, developmental coaching that facilitates professional growth, maturity, self-awareness and situational awareness.

--Topics:                   : Who I am and will be                   : Dimensions of leadership  
                                  : Organizational context                : My development plan  
                                  : Leveraging teams                        : Inspiring and earning trust

## AD: Coaching Your Team through Change and Troubled Times

-- Description: Leadership changes, reorganizations, cuts to budgets and resources erode morale, productivity and effectiveness. This 8-hour transition coaching module (2 hours / month) works with individuals and groups to align leader and team goals, expectations, and culture. Emphasis on communicating the reality, the need to change, the goals, the path forward.

--Objectives: This individual and/or team coaching engagement involves leader and team in identifying what is different, what needs to continue, and what needs to be stop. It eases the new leader's arrival or a reorganization's impact. It transforms turmoil into engagement.

--Topics:                   : High-impact team behaviors           : Hello, Good-bye, Continue  
                                  : Powerful communications            : Defining success  
                                  : Agreements                             : Essential processes





