

# **eccdc** Executive Director Series

## **A Developmental Coach Approach to Working with Staff**

What is coaching? Is it mentoring, counselling, directing, performance management, all of the above, or none of the above? Participants who attend this full-day session will learn a four phase coaching model for every coaching conversation and likely reframe their thinking on what coaching truly is and the impact it can have on employees.

By developing a greater understanding of some key concepts and skills for each phase of the coaching model, participants will begin to understand the key ingredients to a successful and impactful coaching conversation. A coach approach is a way of leading and managing within the workplace that can have profound effects on employee empowerment and accountability. A unique element of this workshop is the opportunity for significant practice of the coaching model and skills being taught to provide participants with real time learning experiences. Participants should expect to both coach and be coached during this workshop.

### *Who Should Attend?*

Executive Directors, owners and operators of child care centres who have the responsibility for developing their employees to reach their full potential and deliver on outcomes for children. This workshop will support leaders in child care to engage with their employees in meaningful conversations that transfer accountability and ownership for results.

### *Workshop Details*

**Friday February 26, 2016 • 9:00 am to 4:00 pm • Amici's Banquet and Conference Centre, 2740 Merrittville Hwy, Thorold • \$75 includes light morning refreshments and lunch • To register, call 905.646.7311 ext. 304, email [eccdc@eccdc.org](mailto:eccdc@eccdc.org) or visit [www.eccdc.org](http://www.eccdc.org)**

### *Executive Director Networking Lunch*

The ECCDC has received community requests to help develop a local Executive Director Network. This lunch will help participants get to know one another and learn more about each other's passions, skills and strengths through engaging activities. Additionally we'll reflect upon future opportunities in having a local Executive Director Network and next steps in forming this new community of practice. Please bring some business cards and be prepared to introduce yourself by describing your signature strengths.

### *Facilitator Bio*



Janet Emmett is a certified Executive Coach and the Principal of emmett + associates, a consultancy that works with organizations to support leadership development, strategic planning, change leadership processes, effective governance practices, organizational performance, and HR strategy. Prior to establishing her consulting practice, Janet held various positions with the YMCA in Canada and worked at the local, regional and national level throughout her 27 year career with the organization. Janet provides coach training to senior leaders to support them to develop their leaders and teams to achieve their desired organizational results. She brings a solid understanding of the child care field and has a personal passion for building the capacity of organizations in addition to developing and strengthening leaders to achieve their vision and goals for the communities they serve.