

Course Location, Dates, and Tuition

Date	Monday-Tuesday June 8-9, 2008	
Course Times	8:00a.m to 4:30p.m. daily	
Course Code	09Coaching	
Tuition	Early / Evans	\$850
	Regular	\$900
Early Registration Deadline	April 9, 2009	
Cancellation Deadline	May 18, 2009	
Location	Talaris Conference Center Seattle, Washington	

Who We Are

The Cascade Center, founded in 1984, is the executive education arm of the Evans School of Public Affairs at the University of Washington, and is a nationally recognized education provider for the public and nonprofit sectors. The Cascade Center mission is to promote innovative and effective leadership in public and nonprofit service by providing professional development opportunities to strengthen management, leadership, policymaking, and analytical skills.

The Cascade Center offers over 25 different leadership and management courses for senior and midlevel managers. Cascade Center courses are designed to help on-the-job managers and leaders develop their skills, make their programs more effective, and increase customer and employee satisfaction.

How to Register

Online: www.casacadecourses.org

To receive more information or a course brochure please email cascade@u.washington.edu

Contact Us

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CASCADE CENTER

Evans School of Public Affairs ▲ University of Washington

Presents

Coaching: Performance Improvement for Individuals and Teams

Carlie Casey, Ph.D. and Kim Loop, BFA

June 8-9, 2009

Course Description

Coaching is a popular term used in many different arenas today, including the work environment. Unfortunately, many of the interpretations amount to providing tips and techniques or simply telling people what to do. Powerful coaching is a way of working with people that leaves them more fulfilled and competent so that they can find meaning in what they do and contribute to their organization. This course is designed to provide an introduction to the coaching conversation, offering a set of distinctions and practices for managers and supervisors who are engaged in developing and retaining talent.

Outcomes of effective coaching include the ability to self-correct, the power to self-generate, and the capacity for long-term excellent performance. Some areas where coaching has effective application are in managing diversity, retaining talent, and driving innovation in the face of constant change within the business environment.

Learning Objectives

Topics the course will include are:

- Principles of coaching
- Elements of a coaching conversation
- Ethics of a coaching relationship
- Types of coaching conversations
- Value and importance of presence when coaching
- Centering
- Somatic awareness
- Coaching as a process
- Impact of language in listening and speaking
- How personal narratives impact interpretation of past, present, and future
- Conditioned tendencies and their impact on performance
- Impact of mood on current state and future possibilities
- Identifying a developmental edge

By the end of the two days, participants will be able to:

- Describe the components of a coaching conversation;
- Describe the relationship between the somatic and linguistic components of the coaching process;
- Design a coaching conversation to engage effectively with a behavioral issue, development challenge, sudden change, or secession plan;
- Design a self-management practice to maximize the power of one's capacity to coach and personal effectiveness;
- Identify a personal developmental edge, and design and declare the next step in becoming a more effective coach; and
- Observe themselves and others through a new set of distinctions.

Who Should Attend

This course is designed for managers and supervisors who are engaged in developing and retaining talent. Anyone who is actively leading a department or project team regardless of agency can benefit from attending. The content focuses primarily on the human element of creating satisfaction and success in the work environment.

Lead Instructors

Carlie Casey is a management consultant and executive coach. From 1975 through 1987, Dr. Casey was a professor of counseling psychology and marriage and family therapy, training and supervising clinicians at the Australian National University, the Boston University Overseas Programs (Germany and Italy), California State University at Fullerton and Montana State University, among others. In addition, he maintained a small, research-oriented clinical practice and a very busy consulting practice. From 1987 through 2004, Dr. Casey was in full-time clinical practice as a licensed psychologist and owner/manager of Bayside Associates, a group clinical practice of over 20 clinicians in Bellingham, Washington. He also continued in the training of clinicians as faculty of the Northwest Satir Institute until 2004, when he retired from clinical practice to pursue consulting and coaching full-time.

Kim Loop has been involved with the training and development profession for twenty years, working primarily with Fortune 500 organizations and focusing on human performance inside business environments. Over two decades he has developed expertise in production, logistics, management, facilitation, and coaching individuals and teams. He has had the opportunity to work with organizations such as Microsoft, AT&T, Cargill, McKinsey & Co., Cathay Pacific, and many more on six different continents.

A strong believer that real learning occurs when one has developed a capacity to take new and more effective action, Kim now focuses his attention on designing and delivering long term learning engagements for organizations and individuals. He uses a holistic approach, which engages mind, body, spirit, and emotion as vehicles for learning and change. Through the introduction of distinctions about language, practical business tools, and physical practices, individuals and organizations are better equipped to deal with ongoing change and coordinate more effectively. He recently completed a two and a half year project centered in Minneapolis as the acting deployment director and had the pleasure of on-boarding and deploying forty-five staff to fulfill on a contract to put 2,500 people through a nine to fourteen month learning process.