Systemic approach to building coaching culture

At a glance – why attend?

- Would you like to know what coaching and mentoring culture really looks and feels like?
- Are you curious about what organisations around the rold do to build and sustain a coaching culture?
- Are you looking for ways of utilising and targeting coaching to fast track your talent and develop key leader in your organisation?
- Do you want to see how you compare to international best practice?
- Are you curious about what the drivers of a coaching culture – and the challenges of creating one?
- Do you need a reliable way of auditing coaching and mentoring culture in your organisation?
- Would you like to know how to effectively use external and internal coaches?
- Do you want to discover how to utilize coaching as way of maximising engagement and the ongoing learning and development of your people to radically improve performance?
- Do you need expert help in creating a viable strategic plan to build and sustain a coaching culture in your organisation?
- Would you lie to learn how to measure your progress in creating coaching and mentoring culture?

Details:

Time & Duration	9:00 – 17:15 17,5 hours in total (2 day (13,5 hours) workshop and 4 hour in-house session)
Date & Venue	16 & 17 November 2017 Hilton Hotel, Nicosia
Εκπαιδευτής	Agnieszka Bajer
Fee	Initial fee: €1.487,50 (+ €282, 63 VAT) per participant The programme has been approved and categorised as “Vital Importance” by the Human Resource Development Authority of Cyprus (HRDA) and it is fully subsidised. Eligible participants will only need to pay the VAT (i.e. €282, 63 per participant).
Language	English

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Systemic approach to building a coaching culture: strategies for success

16 & 17 November 2017

The Hilton Hotel, Nicosia

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At a glance – why attend?

- Would you like to know what coaching and mentoring culture really looks and feels like?
- Are you curious what organisations around the world do cultivate a coaching culture?
- Would you like to know why the traditional coaching training doesn't work - and what to do about it?
- Are you looking for ways of utilising and targeting coaching to fast track your talent and develop key leaders in your organisation?
- Do you want to see how you compare to international best practice?
- Are you curious about what are the drivers of a coaching culture– and the challenges of creating one?
- Do you need a reliable way of auditing coaching and mentoring culture in your organisation?
- Would you like to know how to effectively use external and internal coaches?
- Do you want to discover how to utilize coaching as way of maximising engagement and the ongoing learning and development of your people to radically improve performance?
- Do you need expert help in creating a viable strategic plan to build and sustain a coaching culture in your organisation?
- Would you like to learn how to measure your progress in creating coaching and mentoring culture?

Aga Bajer

A culture strategist who works with leaders and teams around the globe to help them create a culture that brings their vision to life.

The programme has been approved and categorized as a "Vital Importance" course by the Human Resource Development Authority of Cyprus (HRDA). Eligible participants are entitled up to full subsidy.

The programme has been approved by the HRDA. Enterprises participating with their employees who satisfy HRDA's criteria, are entitled to subsidy.

HRDA Human Resource Development Authority of Cyprus

Our Programme

Our current business environment forces organisations to think of new, more effective ways to grow individual and collective capacities to face the upcoming challenges effectively. In the last decades, coaching has been proven to be one of the most effective tools to achieve that. The key challenge is: How can coaching become second nature rather than just a box-ticking exercise?

Join us for our 2-day programme which offers thorough, step-by-step guidance on how to create a coaching and mentoring culture in your organisation. Combined with a 3,5 -hour in-house visit, we will help you assess your Organisation's readiness for a coaching culture, identify the business case for creating one and create an action plan to realize the change.

The programme is based on the research and findings presented in the book: "Building and Sustaining a Coaching Culture" and a host of new findings and experiences that Aga had as a culture strategist and a coach.

Our Agenda

	Day 1	Day 2
Content	What does a Coaching and Mentoring culture look like?	Integrating Coaching and Mentoring
AM	The importance of Complex Systems Approach	The Role of the Coaching & Mentoring Manager
	The Four Levels of Coaching Culture	Measuring the Return on Investment of your Coaching and Mentoring Strategy
PM	Critical Components of a Coaching and Mentoring Strategy	Building a Coaching and Mentoring Mindset
	How to make effective use of externally resourced Coaches	Putting together your Coaching and Mentoring Strategy
	How to develop a cadre of in-house Coaches	Gaining commitment to your Coaching and Mentoring Strategy
	Team Coaching – Collective Coaching of the whole team	Final Reflections and Closing

In house visit – Key topics to be discussed

- Initial discussion on the learnings from the workshop specific to the Organisation
- Identifying the business Case for creating a Coaching Culture for the Organisation
- Review of post-workshop Coaching Culture survey results
- Coaching and Mentoring Culture aspirations – Setting Objectives
- Going Forward: Creating an Action Plan

Who should attend:

IF...

you answered yes to some of our questions and you are:

- ✓ an HR Director
- ✓ a Learning and Development Manager
- ✓ a Senior Executive

AND...

you are committed to strengthening and developing your organisation through your people

...this programme is for you!

Participation Fees and Registration

Fee: €1487,50 (+VAT) per person

Eligible participants are entitled up to full subsidy.

For any further information and relevant application forms please contact the course administrators

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Administrator of PwC's Academy

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PricewaterhouseCoopers Professional Training Ltd

Please note that places are limited and will be allocated on a first come, first served basis.

Our Trainer / Coach

Aga Bajer

Executive and Team Coach
Coaching Supervisor
Facilitator & Trainer
Culture Strategist
Author

Aga is an accredited professional coach and culture strategist who works with leaders and teams around the globe to help them create a culture that brings their vision to life.

She is the co-author of "Building and Sustaining a Coaching Culture - a complete guide on how to embed coaching in an organisation's DNA. The question at the core of her work is: "How can we harness the power of culture to create a world where people love showing up at work?"

Aga blends her experience as:

- a leader, in companies big and small
- an experienced consultant who worked for giants like Korn Ferry (HayGroup), and PwC
- an executive and team coach
- a researcher and an author

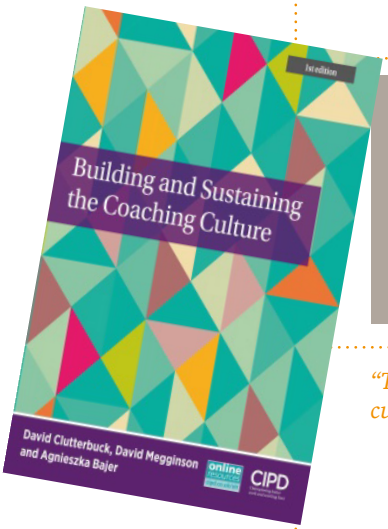
With her unstoppable and insatiable curiosity about what works and what doesn't work in organisational and social change. Her approach is science and evidence based.

She makes the complex issue of coaching and culture as simple (but not simpler) as possible, uncovering all the crucial and fundamental forces at play, so that you can take the right actions to bring about the change you seek.

Aga has worked with senior leadership of many major organisations, including Citibank, Toyota, GlaxoSmithKline, AstraZeneca, Hellenic Bank, Eurolife, Bank of Cyprus, Eurobank, Wargaming, Porsche, Sanofi, Amdocs, the European Patent Office, SAP, and many others.

"This book harnesses years of thought-leadership and hard-earned experience by the authors to show how to create a coaching culture essential for a sustainable, high-performance organisation. An essential read."

Anthony Grant, Director, Coaching Psychology Unit, The University of Sydney



"The 21st Century requires more than people who turn up for work – it requires the genius in all of us. A coaching culture, rather than traditional command-and-control, is paramount. David, David and Agnieszka are to be applauded for authoring a book that is so comprehensive and utterly practical."

Myles Downey, author of 'Enabling Genius - a Mindset for the 21st Century' and 'Effective Modern Coaching'

"This comprehensive guide is one of the best I've read on the topic of a coaching culture - relevant, future focused and a significant contribution to the profession!"

Darelyn "DJ" Mitsch, MCC – Past President ICF, author of 'Coaching for Extraordinary Results' and 'Team-Advantage, the Complete Coaching Guide to Team Transformation

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PwC's Academy

Registration form

Please complete all sections and forward to Eleni Anthimou by email (eleni.anthimou@cy.pwc.com) or fax (22 555 029).

Seminar title: _____

Date(s) of seminar: _____ **Town**: _____

Company information:

Company Name:			
Street Address:	Address: Postal Code: City:	Postal Address:	P. O. Box: Postal Code: City:
Telephone:		Fax:	
Company email:			

Contact details:

Contact person:		Email:		Direct Tel.:	

Participant(s) details:

	Full Name	PwC Cyprus Alumni (YES or NO)	Position/Department	Email
1.				
2.				
3.				
4.				

Payment Details:

Invoice to be issued on: ☐ **Company** or ☐ **Participant** Total number of participants: _____ Total Net amount to be paid: € _____ *(+) 19% VAT and (-) HRDA subsidy (if applicable)	**Date of booking:** **Signature:** *Please read "Terms & Conditions"

Payment Methods:

Payment will be settled by:

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Please issue in the name of **"PricewaterhouseCoopers Professional Training Ltd"** and mail to P.O.Box 21612, CY-1591 Nicosia

☐ **Bank Transfer**

Please inform the bank that you will pay all charges.
Please send the payment receipt to Eleni Anthimou and Ioulia Papaeftychiou by email or fax.

Bank:	Bank of Cyprus
Account:	357010066072
SWIFT:	BCYPCY2N
IBAN:	CY24002001950000357010066072
Bank Account name:	PricewaterhouseCoopers Professional Training Limited

☐ **Credit Card** Note: If the seminar is subsidised by HRDA the card must be a Company Card and NOT personal

☐ **Visa** ☐ **MasterCard** ☐ **Amex** ☐ **Other**

Holders' Name: _____ Card Number: _____

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☐ Tick this box if you would like to receive email communications from us about future seminars/conferences

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Terms & Conditions:

- Confirmation of participation will be sent upon receipt of your duly completed registration form.
- For subsidized seminars, you are required to complete some HRDA form(s) which we will be sending to you to complete once we receive the registration form. Once completed please send by email or fax to Eleni Anthimou **before** the seminar's delivery date. All information required by HRDA should be correct and valid.
- Cancellations must be received at least 5 working days prior to the seminar date. Only in such cases, refunds will be made in full.
- Payment must be made in full prior to the seminar date.
- PricewaterhouseCoopers Professional Training Ltd reserves the right to change the date, cancel or postpone a seminar 2 days prior to the set date due to low participation or for any other unforeseen reason.

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