



Coaching 101: What It Is + How to Use It In Your Organization

Presented by:
Jamie Lewis Smith, PhD
CEO + Leadership Psychologist



WWW.PIXELLEADERSHIPGROUP.COM

ABOUT YOUR PRESENTER



Jamie Lewis Smith, PhD

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Forbes

Coaches
Council

2024
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Jamie Lewis Smith, PhD (aka, the NeHRd Lady) is passionate about making people managers suck less by providing simple, science-backed actions to transform them into empowering leaders (aka Servant Leaders)! She is the founder and CEO of Pixel Leadership Group, a team of “nerdy, but fun” executive coaches, psychologists, and data analysts who are on a mission to combat toxic cultures and supercharge employee engagement by bridging the gap between the science and practice of leadership. By offering a structured, data-driven methodology to coaching that can be applied at scale, Pixel creates real, sustainable change that turns managers into talent maximizers, builds people-centric organizational cultures, and fosters employee thriving. Jamie has spent her career as a human resources leader, coach, and advisor across private sector, nonprofit, and government agencies, working extensively in the technology, higher education, and healthcare industries. She is a contributing member of the Forbes Coaches Council, a published author, and an international speaker on the topics of leadership, assessment, and employee retention.

UPCOMING MANAGER MASTERCLASSES

BE OUR GUEST – RECEIVE 100% WHEN YOU USE CODE [EXP. 12.31.24]: **NEPASHRM2024**



Dec 19, 2024

12 – 2P EST

Tapping Into the Power of Professional Development Conversations



During this 2-hour LIVE interactive session, attendees will learn about the leader's role as a talent developer, the core drivers of skill and professional development, and how to support an individual's development. The facilitator will share best practices and tips for leading professional development conversations and a framework and tools to successfully facilitate the conversation.



Feb 13, 2025

12 – 2P EST

Develop Your Superpower! Coaching Skills for Managers



This 2-hour LIVE masterclass offers managers the opportunity to develop this leadership superpower - coaching skills! Managers who master this skill set improve their ability to engage and motivate their teams, increase employee satisfaction, and drive performance and bottom-line results.



CALCULATE YOUR OWN COACHING ROI:
Pixel Leadership Group's Coaching ROI Calculator

MANAGERS DRIVE EMPLOYEE EXPERIENCE



COACHING: THE 1 THING YOU NEED

COACHING
IS THE
HACK!



- 1 Builds Skills + Changes Behavior
- 2 Learning Orientation + Growth Mindset
- 3 Enhanced Leadership Effectiveness
- 4 Improved Employee Experience
- 5 Better Organizational Results

TYPES OF COACHING

Types of Coaching to Leverage...



ASSESSMENT: HOW ARE YOU DOING?

INSTRUCTIONS: Considering your organization / managers as a whole, respond to each item below using the 3-point scale. Add up the total for each subscale below.

2 = Agree

1 = Somewhat

0 = Disagree

? = I Don't Know

SKILL DEVELOPMENT	
1. Our organization does an outstanding job offering continuous skill development to our managers.	
2. We offer a new manager training program for everyone who is promoted into a management role to learn how to be a strong people leader.	
3. We train managers on how to create meaning and purpose for their employees.	
4. We teach our managers how to have a strengths-focused development conversations and to support ongoing career growth of their employees.	
5. We provide managers training on how to use their meetings as a time to foster connection, belongingness, and employee engagement.	
6. We provide ongoing training and development to build and strengthen our managers' coaching skills.	
7. Our organization ensures managers know how to have conversations about and take actions to reduce employee stress and burnout.	
8. We provide managers with the knowledge, skills, and tools to regularly provide recognition and appreciation to their employees.	
SKILL DEVELOPMENT TOTAL	
CULTURE + SUPPORT	
9. Our organization has identified developing managers' people leadership skills as a strategic imperative.	
10. Our senior leaders regularly communicate the importance of coaching as critical to our organization's success.	
11. Our culture supports a people-first approach to leading by giving managers the time and space to spend connecting with, developing, and supporting their employees.	
12. We hold managers accountable for their people leadership outcomes, such as employee engagement and retention.	
13. Our organization invests significant resources to support a culture and managers who drive employee thriving.	
14. We heavily weigh who should be recognized, rewarded, and promoted based on their success as people leaders rather than simply their technical expertise or results.	
15. Our senior leaders lead the way by offering coaching to others and participating in coaching themselves.	
16. We have a culture that focuses on the importance of employee thriving for our success.	
CULTURE + SUPPORT TOTAL	
COACHING PRACTICES	
17. We make one-on-one coaching available to all our people managers to support their growth and development.	
18. Our organization utilizes coaching to develop strong performers and high potentials, not only to remediate individuals with performance or behavior problems.	
19. We have established peer coaching groups to strengthen community and provide peer-to-peer support.	
20. We utilize structured coaching programs that include 360-degree feedback as a critical part of our leadership development strategy.	
21. We incorporate coaching into our leadership development programs to accelerate and sustain skill acquisition and application.	
22. Our managers devote at least 25% of their time coaching their employees.	
23. Our managers are skilled coaches who ask curious, nonjudgmental questions and actively listen to evoke insights and encourage ownership.	
24. We measure and track the application and results of coaching in our organization to evaluate its impact.	
COACHING PRACTICES TOTAL	

THE POWER OF COACHING



CONVINCE SENIOR LEADERSHIP OF THE POWER OF COACHING!
DOWNLOAD: *The Case for Coaching (Super Stats Reference Sheet)*

Training vs. Coaching



Metrix Global Study



- 98% | better *self-awareness*
- 90% | more effective *managing* employees
- 80% | improved *goal setting + prioritization*
- 67% | improved *communication*

- 67% | better *teamwork*
- 63% | stronger *peer-to-peer relationships*
- 48% | improvement in *organizational strengths*
- 32% | improved *employee retention*

KEEP LEARNING! FREE 30-MINUTE LIVE VIRTUAL MICRO-LEARNING SESSIONS

Leadership Coaching 101: What It Is and How to Use It
Dec. 10, 2024 1:00 – 1:30 ET



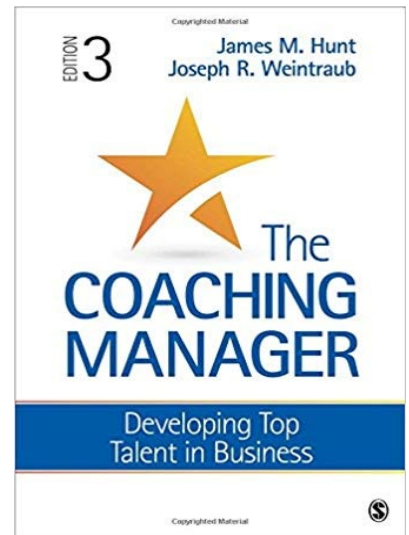
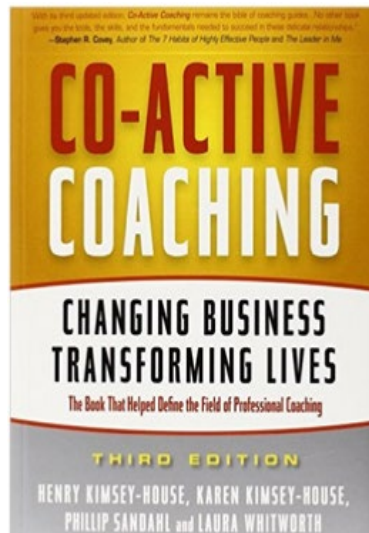
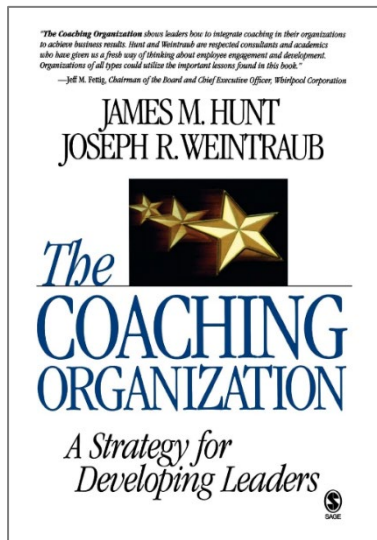
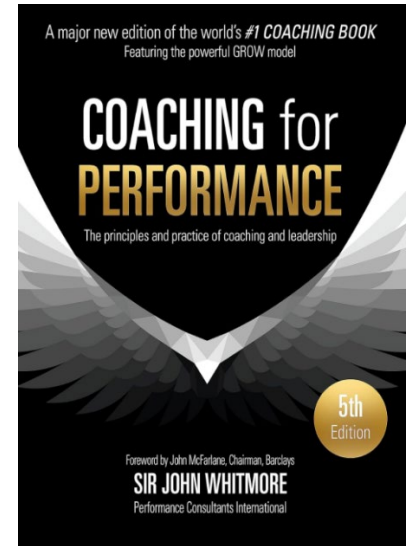
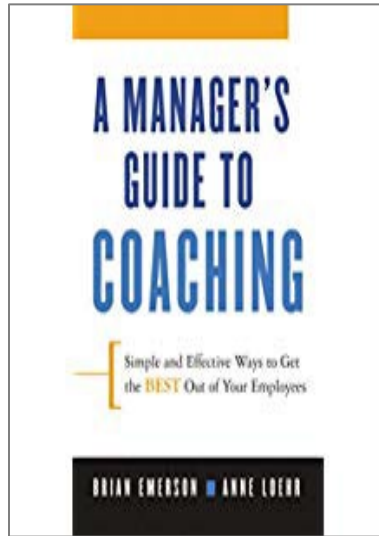
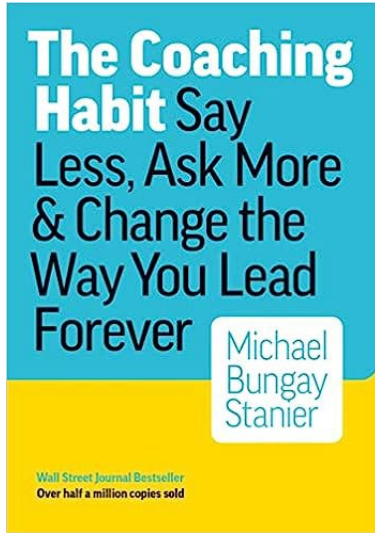
Why Coaching is the #1 Management Skill You Need
Jan. 14, 2025 1:00 – 1:30 ET



Transforming Your Organization through Coaching
Feb. 11, 2025 1:00 – 1:30 ET



BOOKS WE LOVE



NOTES