ZF ZENGER|FOLKMAN
Bringing science to the art of leadership

The Extraordinary Coach™

The framework, mindset, and skills that empower leaders to help others grow.

Magnify Strengths in Every Performer

Boost both employee engagement and organizational success. Our transformative coaching framework empowers leaders with the skills and confidence to navigate impactful conversations.

Bringing Science to the Art of Coaching
Zenger Folkman's approach to establishing effective coaching practices is grounded in thirty years of research and focuses on building strengths. *The Extraordinary Coach* development experience is designed to increase the quality and consistency of coaching conversations in organizations. Participants learn to model specific skills that help others expand their awareness, discover their own solutions, and implement better decisions.
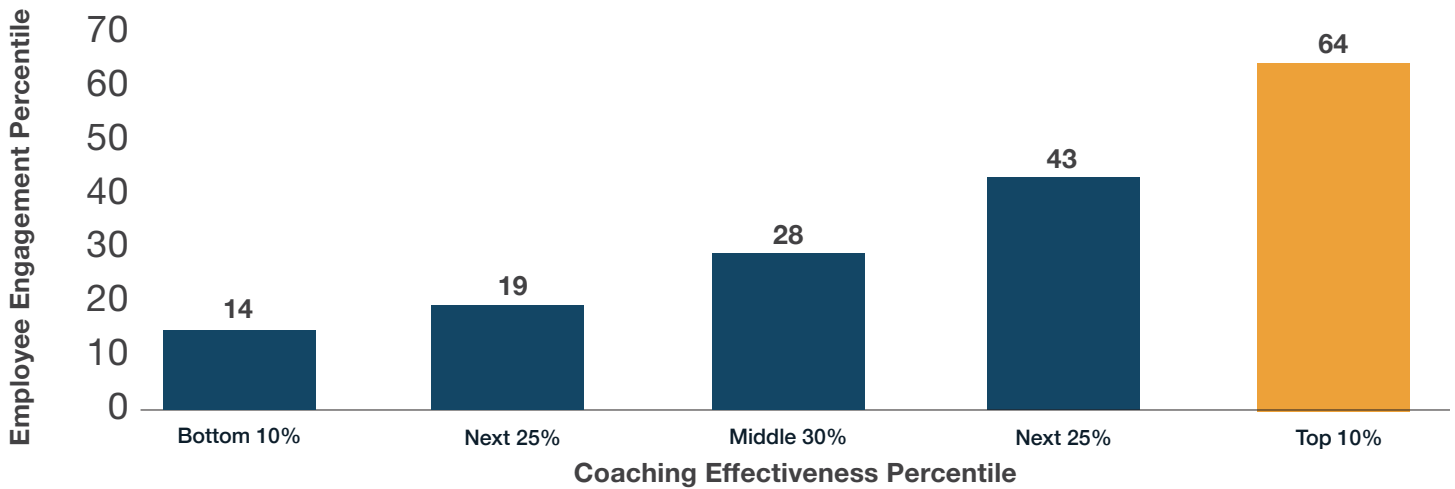
A Memorable, Flexible Framework
The FUEL coaching framework supports leaders in guiding a variety of conversations throughout the employee lifecycle. The model is flexible enough for leaders to adapt to various situations and is simple, intuitive, and easy to implement.

Robust Assessment Tool
The Coaching Preferences Self-Assessment helps participants understand their current coaching approach and highlights areas for growth.

EFFECTIVE
COACHES HAVE

4X

The employees that
GO THE EXTRA MILE

8X

More likely to become
A TOP-TIER LEADER

EFFECTIVE COACHING yields EXTRAORDINARY OUTCOMES

Employee Engagement Percentile (y-axis: 0, 10, 20, 30, 40, 50, 60, 70)

- Bottom 10%: 14
- Next 25%: 19
- Middle 30%: 28
- Next 25%: 43
- Top 10%: 64

Coaching Effectiveness Percentile (x-axis)

No other leadership behavior is more correlated with increasing **employee engagement** than a leader's **coaching effectiveness.**

Deliverables:

- FUEL skills practice using real, relevant scenarios

- Online Coaching Preferences Self-Assessment and Report

- Supporting Participant Guide, FUEL Coaching Guide, and FUEL Coaching Quick Guide

FLEXIBLE FORMATS

In-person Development Experience (7 Hrs)

Live Online Development Experience (Two 3.5 Hr Sessions)

DELIVERY OPTIONS

May be delivered by Zenger Folkman's network of highly qualified and experienced facilitators or by certified internal resources

CERTIFICATION OPTIONS

Certify your own internal facilitators to deliver this development experience