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PEAC™



**Coaching
Mindset**

**PEOPLE
EMPOWERED
THROUGH APPLIED
COACHING
PROGRAM (PEAC™)
BROCHURE**



Coaching
Mindset**PEOPLE EMPOWERED
THROUGH APPLIED
COACHING PROGRAM
(PEAC™) BROCHURE****Executive Summary**

In the 21st century, post pandemic expectations of what is required of a leader has changed significantly. Expected to be the only one providing direction, now they must be empathetic, delegate effectively, coach and ultimately empower their talents to become a better version of themselves.

PEAC™ program, People Empowered Through Applied Coaching, is uniquely designed to help leaders translate the coaching approach into daily operational settings. This program is different where it does not desire to make leaders become actual coaches, but assist them in identifying practical operational scenarios, where the coaching techniques can be applied.

On a typical day at work, a leader is expected to run effective meetings, manage effective projects, give effective feedback, perform performance appraisal and ultimately improve performance of team members.



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Executive Summary

PEAC™ is designed to supplement the leaders with specific coaching approaches for them to meet those goals.

PEAC™ has been lauded to be one of the most practical program that has significantly changed the effectiveness of people managers. Not only does it empower people, it inadvertently improves daily operations and to give birth to a more empowered corporate workforce.



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People managers who desire to **empower their people and improve day to day operational productivity and performance through applied coaching.**

What Would You Learn

- Learn the difference of what is **Coaching, how does it defer from Mentoring, Consulting, Teaching, Counselling and Supervising.**
- Learn how to **coach in running meetings effectively** and **focus on solution-building discussions.**
- Learn the difference between **coaching the WHO vs coaching the HOW.**
- Learn how to **activate the Coaching Culture** in your organization.
- Learn how to **coach right to the point using Laser Coaching.**
- Learn **Effective Coaching Solutioning methodology.**
- Learn the **people-centric SERVE Coaching Model.**
- Learn the **Corridor Coaching Technique.**



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Program Modules

Introduction To PEAC

Understanding the main focus of the **PEAC™ Program**.

Recognizing the overall definition of **Coaching, The Coaching Continuum, and the roles of The Coach vs The Coachee**.

Different Roles Of A Manager

To learn the differences between **Mentoring, Training/Supervising, Consulting, Counselling, and Coaching**.

The SERVE Coaching Model

To understand how the **SERVE Coaching Model** promotes **GROWTH** and leads to **change of behavior** using **cognitive and emotive-based questions**.

Coaching The Who Vs The How

To know why it is important as a manager to **focus on the person in front of us** just as much as the task at hand.

Corridor Coaching

Understanding how to use **quick coaching techniques** using the right **powerful coaching questions to elicit the right responses**.

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Program Modules

Positive Coaching Language

Knowing why it is **vital** to use **positive coaching language** towards **motivating the Coachee**.

How To Coach Remotely

Learning how to **create coachable moments** with every team member virtually.

Coaching In Running Meeting

To aid in understanding how to **manage meetings smartly** and **create solution-focused discussions** using coaching techniques.

Laser Coaching

To learn how to **coach right to the point** for an issue that needs a **quick and practical solution**.

Gift Of Coaching

To elicit coaching ideas using the **interactive Gift of Coaching cards** consisting of coaching questions with different topics.

Activating Coaching Culture & Conclusion

Understanding how **Applied Coaching Techniques** introduced in the **PEAC™ program** can create a coaching culture in your workplace.



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The PEAC™ Kit

Our Learning Swag Kits are thoughtfully-designed training tools that are effective for both in class (face to face) or virtual environments. With these kits, **Learner's eXperience (LX) is greatly enhanced** with the usage of the right hands-on tools which would ensure a more effective retention of their learning. How does it work?

Provided in our kits are a number of Learning Tools that are designed to **activate the different learning senses**; for instance, the Gift of Coaching Card is intended to make the learning tangible in your hands (the touch sense) and visually appealing to the eyes (the sight sense).

Our kits are designed as a campaign that frames the participants' mindset towards learning as an enabler towards cultural change.



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The Future of Learning

The **Learner's eXperience (LX)** has changed significantly. It used to be just show and tell. But now learners expect a more wholesome experience. We have reimagined how we engage and provide face-to-face and virtual learning to our participants. We believe in using technology and new approaches for this ever-changing environment.

Our face-to-face and virtual learning experience adapts and leverages the Future of Learning approaches, such as **Collaborative Platforms, Avidity Academy Learning Platform**, and also **Bite-sized micro-learning** through videos, quizzes, and reflections. Learning through mobile apps has also been our focus to make learning engaging, fun, accessible anywhere and anytime.



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Avidity International is a multi-award-winning Leadership Consultancy specializing in Humanizing Performance.

We spearhead innovative solutions that impact the minds of leaders and talents to drive sustainable behavioral change.

What sets Avidity International apart is our systemic approach towards humanizing performance; we translate the concepts into practice.



Asia Business Outlook **TOP 10 LEADERSHIP DEVELOPMENT COMPANIES FROM SINGAPORE - 2023**

Winner of the Gold Award 2020 and Silver Award 2019 at HR Vendor of the Year for Best Executive Coaching Provider



5
Affinities



EQolution Mindset



Mental Toughness



Solution Building Mindset



Coaching Mindset



Impact Driven Mindset



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