

Program Structure

ONLINE WORK
ONLINE LEARNING PLATFORM

12 modules,
12-month access to the
online learning platform

PHASE 1

Online learning with the guidance of a coach

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> Modules:

- | | | |
|--------------------------|-------------------|----------------------|
| 1. Introduction. | 5. Communication. | 9. Emotions. |
| 2. Leadership - Cultura. | 6. Collaboration. | 10. Team - Coaching. |
| 3. Responsibility. | 7. Coordination. | |
| 4. Humility. | 8. Co-Evaluation. | |

Program Structure

PHASE 2

Cascading Phase

With the support of a coach facilitator, a leader with his/her team will put into practice what a leader learned during the first phase of the CBL program in order to solve specific challenges and to achieve greater effectiveness.

➤ Individual interview session of the leader with a coach facilitator:

- The coach meets with each of the leaders.
- The participant, together with the coach, will define how he/she wishes to approach the second phase, what are the specific challenges he/she has with his/her team and which of the distinctions will be applied in the following meetings under the guidance of the coach.

➤ Cascading stage: The leader, together with the coach, will choose one of three alternatives.

- 6 accompanied sessions of 90 minutes with the team to work on challenges. During these sessions the objective is to generate conversations and to develop collaboration and coordination to obtain better results.
- Individual sessions with the coach.
- A combination of individual and team sessions.



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Program Structure

PHASE 3

Program Wrap-up

- > 1 group closing session with the coach.

In this session participants will analyze:

What worked?

What did the leader learn?

How will the leader follow up with his/her team?

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