



ELI BLAIR

CERTIFIED BUSINESS COACH

BUSINESS COACHING
EXECUTIVE / LEADERSHIP TRAINING
MANAGEMENT TRAINING
CAREER COACHING
PUBLIC SPEAKING TRAINING

RECOMMENDED COURSES

EMERGING LEADERS

Getting Curious/Active Listening
Receiving/Delivering Feedback
Effective 1:1 Meetings
Career Development
Big Picture Thinking
Interviewing

EXISTING LEADERS

Getting Curious/Active Listening
Receiving/Delivering Feedback
Effective 1:1 Meetings
Managing Up
Career Development
Interviewing
Big Picture Thinking
Leadership Styles
Ovation Presentation

EXECUTIVES

Leadership Styles
Big Picture Thinking
Collaborative Performance Review
Ovation Presentation / PLUS
Magnetic Facilitation
Best Story Ever
Coach to Win

LEADERSHIP CORE COMPETENCIES

Getting Curious/Active Listening - The core skill to exceptional leadership. During this experiential core course, participants will have the opportunity to learn essential skills necessary to becoming a more effective leader including coaching skills, active playbacks and Socratic Probes.

(Time: 2.0 hours)

Receiving/Delivering Hard Feedback- Having crucial conversations can be difficult. This workshop provides participants with the framework to receive and deliver feedback effectively along with skills necessary to attain accountability. This section also includes Delivering Positive Feedback with a comprehensive discussion on providing authentic and direct positive feedback and a discussion on employee retention. This will include work based on Greg Hicks' Leadershock

(Time: 3.0 hours)

Professional Brand - As a "brand" how are leaders showing up? How do they want to be known? What kind of leader do they want to be and how do they want to show up at your business and for their future?

(Time: 1 hour)

Leadership Styles- An in-depth look at what are the different styles of leadership and how they look and feel in various situations. (Based on Daniel Goleman, Richard Boyatzis and Annie McKee, in Primal Leadership/Emotional Intelligence)

(Time: 2.0 hours)





MEETINGS + PRESENTING

Ovation Presentation – A complete experiential program developed to help all professionals with public presentation skills. Topics include physical skills, in-person vs. virtual meetings, handling Q+A, content creation. Course will include video recording participants to see immediate progress.
(Time: 4.0 hours)

Ovation Presentation PLUS – A more in-depth program created to look at specific larger presentations, slide decks and advanced content development, presentation skills, slide transitions, Q+A as well as conference presentation planning.
(Time: 2.0 hours)

Effective 1-to-1 Meetings – Methodologies to have good consistent 1:1's with team members and all leaders. Workshop includes topics such as pre-planning, Dialogue Openers, setting expectations, communication methodologies, professional development and accountability.
(Time: 2.0 hours)

Magnetic Facilitation – Best practices for facilitation of midsize to large scale meetings including Dialogue Openers, active listening, Q+A, "Threading Conversations", "Bottom-lining", Participant Inclusion, working with distributed workforces, whiteboards and slide presentations, Pre/Post meeting planning.
(Time: 2.0 hours)

Best Story Ever - Content development skills for front of the room facilitation / meeting leadership, slide presentation building skills, presentation and delivery, blog development
(Time: 2.0 hours)

ADDITIONAL WORKSHOPS

Managing Up – During this workshop, participants will learn ways to manage up to leadership, across to stakeholders and team members. Topics will include discussion on designing conversations around expectations, influence, strategy and accountability.
(Time: 1.5 hours)

Big Picture Thinking – A complete look at strategic Big Picture thinking based on the work of Edward deBono. During this experiential workshop, participants will evaluate real-time scenarios to develop a comprehensive understanding of needs analysis of project development/management.
(Time: 2.0 hours)

Collaborative Performance Review – Preparation and Delivery –During this workshop, attendees will address ways to personally prepare the leader and the employee for performance reviews, prepare for the review delivery, learn ways to present reviews and set action plans post review.
(Time: 2.0 hours)

Career Development – During this essential workshop, participants will learn how to prepare for professional development conversations, learn about SWOT (strengths, weaknesses, opportunities, threats), develop techniques to identify goals for self and team members and develop accountable actions plans.
(Time: 2.0 hours)

Interviewing - Participants will learn key skills necessary to interview new candidates including setting tone, time management, preparation, setting intention, creating an interview framework and post interview actions. Discussion will revolve around topics from a base phone screen, technical challenges (if needed) and onsite preparations.
(Time: 2.0 hours)

Stress Management – A workshop developed to taking a fresh and different look and approach to stress. Based on the work of Dr. Heidi Hanna from the American Institute on Stress, this course offers a deeper dive into causes of stress, reaction vs. response and different resolution approaches.
(Time: 2.0 hours)

Storytelling, Acceptance and Appreciation – Diversity and Inclusion in the Workplace

Coach to Win – A leadership course designed to assist leaders with coaching skills to develop employee performance and project management skills. Attendees will improve active listening and emotional intelligence skills, learn how to coach employees to see and create various choices/perspectives, improve on creativity, techniques for accountability, championing and more.

OTHER OFFERINGS

EXECUTIVE BUSINESS COACHING

During these interactive sessions, clients will meet either in-person, VTC or phone to work on specific goals and objectives. Eli will provide homework and accountability. Typically, clients meet every other week for 50-minutes with accountability calls on alternate weeks. Working with HRBP's and managers, clients will work on skills development, communication skills, team building and/or strategic planning based on needs assessment. Typically, this is a 12-hour engagement per employee.

COACHING/PERFORMANCE EVALUATION

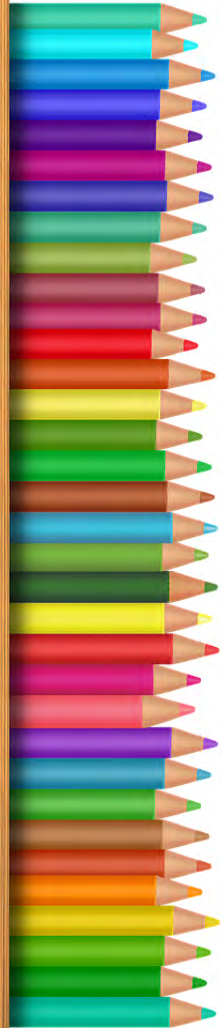
In addition to the Executive Business Coaching plan participants will receive an interview-style 360 performance evaluation with 6 varying team members from leadership, peers and direct reports. The evaluation is completed at the beginning of the agreement and delivered to the employee and leader. During the duration of the agreement, the client will work on the specific areas identified for needed improvement. Skills training, coaching as well as on-going homework will be provided.

RETAINER COACHING

In this package clients will have the option to retain the coaching services for a 9-12 month period to work with individuals on a rotating/needed basis to deliver coaching, 1:1 training and HR support. This can also include coaching and training. Agreement is typically for 10-20 hours per month.

INSTRUCTIONAL DESIGN

From developing engaging onboarding for new hires to creating leadership development training, together we will collaborate to help create customized multi-disciplinary interactive trainings on an array of platforms that include content creation, developing learning objectives, slide development, front-of-the-room and virtual workshops, learning through gaming, online videos and more for your in-person or distributed workforce.





Hi there...

So here we are. You and I. Me on this page on the left and you right there. You might be wondering, "Who is this guy? What does he do?" I'm glad you asked.

Throughout my entire career I have been in leadership roles. I have been a COO of two publishing companies and CEO of a successful marketing and design business for 15 years. For the last 10 years I have been working as a certified business coach helping people and teams like yours.

My life purpose, that I live by daily, is to help people personally and professionally. From emerging to seasoned leaders, I love coaching and training people. Whether it be one-on-one, group trainings, in-person or online, how may I help support you, your team and your company?

Give me a shout and let's chat.



eli@eliblair.com



let's work together
www.eliblair.com
415-860-8461