

Are you looking for ways to:

- Increase effectiveness in communication with peers, employees, and clients?
- Move from ineffective communication patterns of complaining, blaming, and telling others what to do TO supporting the thinking and learning of others?
- Increase the application of what you and your staff learn in trainings and professional development or adopt evidence based practices?

**If you have answered yes to any of these questions –
you may be interested in learning more about Cognitive Coachingsm.**

Cognitive Coachingsm was developed to help individuals support the thinking and learning of others and is a model that can be used by peers to support each other. Basic communication skills which greatly enhance the effectiveness of all communication are taught in an 8 day training – which includes 3 specific coaching conversation maps – planning, reflecting, and problem-resolving.

Extensive research has found coaching to be effective in assisting individuals to apply what they have learned in training. See the table below. Without some form of a Coaching opportunity only 0-5% of individuals were able to transfer what they learned in a training to their actual work. When coaching was available, Ninety-five% (95%) of individuals used what they learned and applied it to their work.

TRAINING COMPONENTS	OUTCOMES (% of Participants who Demonstrate Knowledge, Demonstrate new Skills in a Training Setting, and Use new Skills in the Classroom)		
	Knowledge	Skill Demonstration	Use in the Classroom
Theory and Discussion	10%	5%	0%
...+Demonstration in Training	30%	20%	0%
...+ Practice & Feedback in Training	60%	60%	5%
...+ Coaching in Classroom	95%	95%	95%

Joyce and Showers, 2002 Research on Coaching

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