

DESCRIPTION

In an era defined by rapid change, AI adoption, workforce complexity, and increasing productivity pressure, traditional leadership and management models are no longer sufficient. Coaching for Performance & Productivity (CPP) equips experienced managers and leaders with a practical operating system for improving the performance, productivity, and effectiveness of others. It replaces outdated command-and-control approaches with a modern leadership capability model built around leading, managing, coaching, and relating in real time.

This capability builder helps leaders develop a practical and sustainable system to drive team performance, foster engagement, strengthen accountability, and manage with purpose, clarity, and empathy. Participants will gain the skills to apply the Lead-Manage-Coach-Relate model in real-world situations, build trust-based relationships, improve communication, and turn strategic goals into measurable performance outcomes.

WHAT YOU'LL LEARN:

- Lead-Manage-Coach-Relate Model: A practical framework to lead, manage, coach, and communicate for higher team performance.
- GROW and “Over There—Over Here” Models: Tools to strengthen ownership, accountability, and independent thinking.
- Trust-Based Communication: Build stronger relationships through effective feedback, listening, and purpose-driven dialogue.
- Performance and Productivity Enablement: Learn how to reduce dependency, increase ownership, and support sustainable performance.
- AI-Era Leadership Capability: Develop the human leadership skills needed to help teams adapt, perform, and stay effective in fast-changing environments.

WHO SHOULD APPLY?

- Managers and Directors with at least three (3) years of team leadership experience
- High-potential professionals identified for strategic upskilling
- Leaders seeking to integrate coaching into daily management to elevate performance
- Anyone responsible for leading high-quality stakeholder or customer engagement

**Individuals who have completed the PRO Inclusive Leadership program will be given priority consideration in the selection process*

DATES

September 14 - December 7, 2026

FORMAT

Six (6) 60-minute live virtual webinar sessions + two (2) optional on-demand, web-based sessions + one (1) capstone project.

SCHEDULE (all sessions are scheduled at 12:00 PM CT)

- Monday, September 14
- Monday, September 28
- Monday, October 12
- Monday, October 26
- Monday, November 9
- Monday, November 23



Certificate of Completion will be issued to participants that meet attendance requirements, submit required assignments, and complete the capstone project.

SESSION DESCRIPTIONS

Pre-Course: Time for Change

Explore the fundamental shifts in leadership during Industry 4.0—from rapid tech acceleration to new workforce expectations—and discover the Align & Enable framework. Complete your Leader Performance Scorecard, define goals, and identify coaching practices to focus on during the program.

Session 1: The Enabling Manager | Foundations (Framework)

Discover the four pillars of the Enabling Manager model and how they intersect to create high-performing, empowered teams.

Session 2: Coaching to Align With the 'How' (Process)

Learn how non-directive coaching helps team members take ownership. Explore the “Over There—Over Here” model to align goals with personal methods.

Session 3: Essential Coaching Skills I - Following Interest (Skills)

Master coaching conversations that unlock independent thinking, using the GROW model and active listening strategies.

Session 4: Essential Coaching Skills II – Following Interest (Skills)

Continue to learn and practice techniques for following interest, using advanced communication skills for clarifying ambiguity and demonstrating active listening.

Session 5: Advanced Coaching Skills (Skills)

Learn how to be directive without disempowering. Practice feedback, questioning, and alignment techniques that foster accountability.

BONUS Session 6 (On-Demand): LMCR Comprehensive Review

Thoroughly review and distill all the information you've learned about the fundamental principles of Coaching for Performance & Productivity and The Enabling Manager.

BONUS Session 7 (On-Demand): Using LMCR in Your Day-to-Day Role

Welcome to the bonus content session where you'll acquire rich, practical insight on how to integrate and deploy The Enabling Manager into your day-to-day role from Q&A with Myles Downey.

Capstone Activity: Due December 7, 2026

Participants will complete and submit a comprehensive Portfolio of Learning, serving as both a reflection and demonstration of leadership growth throughout the program. The portfolio is a compilation of course materials, applied learning, and self-assessment, designed to showcase development as a Leader-Manager-Coach.

COURSE FACILITATOR

John Grisby is a Professor of Practice (Leadership) and EMCC Coaching Senior Practitioner. John was Faculty Lead for performance coaching programs for nearly a decade. He worked with Myles Downey, one of the leading executive coaches in Europe, and the author of three classics in the coaching and performance arena: 'Effective Modern Coaching', 'Effective Coaching' (between them 300,00+ books sold); 'Enabling Genius – a mindset for success in the 21st Century'; 'The Enabling Manager – how to get the best out of your team'. They trained thousands of coaches and delivered one-to-one performance coaching across FTSE 100, Fortune 500, scale-ups and elite sport. John was responsible for coaching:

- CEOs, Directors, Senior Managers, Founder/Owner-MDs and High Potential Talent
- Division and Unit Teams (Sales, Technology and Management)
- Cross sector including Banking/Financial Services, Media, Professional Services, Tech, Professional Sports and the Public Sector

His global experience includes working with leaders from family-owned, mid-sized, and corporate organizations across diverse sectors. Having lived and worked in Europe, the USA, Africa, South America, and the Middle East, John brings a unique, international perspective. He is also tri-lingual, fluent in English, Spanish, and Italian.

RULES OF ENGAGEMENT

PRO expects and encourages participants to challenge one another's ideas respectfully in conjunction with our commitment to engaging a multitude of perspectives. However, expressing hate or intolerance toward others based on their particular ideas or identities will not be tolerated. Participants are also expected to share constructive feedback throughout the process to improve the experience and outcomes for future meetings and cohorts.

ACCOMMODATIONS STATEMENT

If you have a disability that requires reasonable accommodation to fully participate in a PRO event, email membership@prosportsassembly.org at least three (3) business days in advance for arrangements to be made. Your response helps us make all PRO events more inclusive.