

Fostering Mentor/Mentee Relationships

Title	Duration (minutes)	Author	Course Description
• The Leader as a Coach: Introduction to Coaching	5	HSI-ej4	You'll learn about several different coaching skills models that are used for specific coaching situations, and how to use them to raise your game as a leader. In this first program, we'll go over the difference between coaching and managing.
• The Leader as a Coach: The ACHIEVE Model	6	HSI-ej4	The ACHIEVE model is a logical extension of the popular GROW model. It's a systematic seven-step framework for coaching that includes added flexibility and feedback-reactivity, as compared with GROW. In this course, we'll walk viewers through the seven-step process of ACHIEVE.
• The Leader as a Coach: The CIGAR Model	5	HSI-ej4	The CIGAR model of coaching is unlike other solutions-focused models, and instead uses a gap analysis approach. This method focuses on the individual's current reality or situation versus possible scenarios. In this course, we'll take viewers through the five steps of the straightforward and easy-to-use CIGAR model.
• The Leader as a Coach: The CLEAR Model	7	HSI-ej4	The CLEAR model helps achieve transformational change through five stages: contracting, listening, exploring, action, and review. This course explores each stage and shows how to use the process to drive meaningful change.
• The Leader as a Coach: The FUEL Model	5	HSI-ej4	The FUEL model of coaching is particularly effective for specific skill development, career planning discussions, tough performance feedback, a performance issue that's related to a relationship, or a task problem. This model consists of four elements, and that's what we'll discuss in this course.
• The Leader as a Coach: The GROW Model	5	HSI-ej4	The GROW model's four-step approach is used to help teams and employees improve performance, solve problems, make better decisions, learn new skills, and reach career goals. In this course, we'll teach you how to put this coaching model into action with your own team.
• The Leader as a Coach: The OSCAR Model	6	HSI-ej4	In this course, we'll go over the five steps of the OSCAR model, which helps managers increase and improve employee performance and professional efficiency.
• The Leader as a Coach: The STEPPPA Model	6	HSI-ej4	The STEPPPA Model of coaching was developed in 2003 and is based on the fact that behaviors are driven by emotion, which means that action is motivated by emotional commitment. In this program, we'll walk through each step of STEPPPA.
• The Leader as a Coach: The STRIDE Model	6	HSI-ej4	The essential aspect of the STRIDE model is that it focuses on the strengths of the individual being coached, so that the whole process becomes a positive experience. In this program, we'll take a look at the six steps of the STRIDE model and go over how to effectively put it to use.
• Empathy as a Leader	6	HSI-ej4	In this course, we'll talk about how to put empathy into practice as a leader. We'll take you through some tips/techniques that apply in-person or virtually, including active listening, non-verbal communication, and changing your perspective.
• Leadership Fundamentals: Listening as a Leader	9	HSI-ej4	Let's face it, many leaders are Type A personalities. We're energetic, we like to mingle, and most importantly, we like to TALK. That's certainly an important aspect of leadership. But sometimes what your staff needs from you is for you to stop talking and LISTEN.
• Building Trust Through Communication	6	HSI-ej4	Communicating well is one way to build that trust, so in this course, we'll go over strategies for successful communication. We'll talk about transparency, active listening, showing respect and empathy, and knowing how to give and receive feedback.

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• Taking Control of Your Career: 01. Planning	8	HSI-ej4	This program helps you take charge of your career by creating a clear plan to achieve your goals. Learn to craft a work bucket list, brainstorm ideas, set timelines, and take actionable steps to move closer to your goals.
• Taking Control of Your Career: 02. Knowing Yourself	8	HSI-ej4	In this course, you'll assess your strengths, weaknesses, and areas for improvement. We'll explore three categories of workers—unskilled, skilled, and overused skill—and provide strategies to help you move from unskilled to skilled and maintain that progress.
• Identifying Your Strengths	5	HSI-ej4	Before you can leverage your strengths, you need to know what they are. There are several ways that you can find out, and that's what this program is all about. We'll go over the importance of getting feedback, doing strength assessments, using career coaches, and more.
• Developing Your Strengths	6	HSI-ej4	In this course, we want to help you get the most out of what you're good at. We'll go over what you need to focus on, how to create more opportunities to utilize your strengths more often, and how to play to your strengths so you're not wasting precious resources on your weaknesses.
• Emotional Intelligence: Developing Empathy	5	HSI-ej4	In this course, we'll define empathy and discuss how to identify the emotions of others. We'll also go over some helpful tips on developing empathy, which is an essential tool in demonstrating high emotional intelligence.
• SMART Goals	8	HSI-ej4	This course helps you achieve long-term goals using the SMART method. By setting SMART goals, you'll focus your efforts, stay accountable, and make progress toward your dreams.
• Building Accountability: Taking Ownership	4	HSI-ej4	In this course, we're going to talk about what it means to take ownership of something and why it matters. We'll discuss different ways to encourage employees to take ownership of their work by establishing expectations and defining what success looks like.
• Building Confidence	8	HSI-ej4	Confidence is not a concrete characteristic. There are things we can do to influence our confidence level. Whether we realize it or not, we all go through waves of low and high confidence, depending on the scenario, or based on what else we've done that day.
• The Growth Mindset: 01. The Growth Mindset: Embracing Yet	6	HSI-ej4	For this first program, we want you to understand the importance of embracing “yet,” which comes from having a growth mindset. “Yet” means that you know or expect something to happen in the future. It just hasn't happened “by now.”
• The Growth Mindset: 02. Developing the Growth Mindset	5	HSI-ej4	In this course, we'll discuss the four steps to developing a growth mindset: 1. Learning to hear your fixed mindset voice. 2. Recognizing that you have a choice. 3. Talking back with your growth mindset voice. 4. Taking the growth mindset action.