



# CURIOUS<sup>®</sup> CONVERSATIONS

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## Our 'Why'...

You don't need to be a coach to have coaching conversations at work. But you do need to learn coaching skills.

We believe and have witnessed how **coaching releases the best** in others; developing their confidence, commitment and satisfaction at work. People become more **productive and focused**. When engaged people work well together anything is possible – for the individual, team and organisation.

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## We 'believe'...

**Coaching-based conversations** are a skill that **all managers** should have in their tools kit but without the need to train to become a coach. We are not interested in traditional 'classroom' skills training/management development, instead, what we offer is **experiential learning** backed up with **simple, well tested coaching and HR models** to take back to work – much more **powerful** and **enduring**.

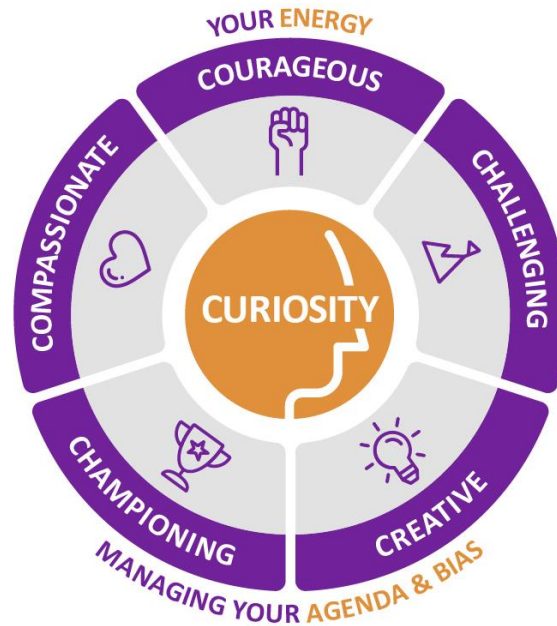
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## The impact it has...

Being curious is the foundation for any manager to have effective conversations with their direct reports, peers and leaders. By opening-up conversations managers improve **understanding, deepen trust and empathy as well as increase engagement** with individuals and teams and have a positive impact on your company culture.

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Is a model for **powerful, dynamic change-focused dialogue**. Based on 6 coach-like conversations that can take place in just 10 minutes, with Curiosity at the heart of what we do.



# A cycle of productive conversation:

Using open-hearted, open-minded and open-willed listening

## **CURIOS CONVERSATIONS** = AT THE HEART OF IT ALL.

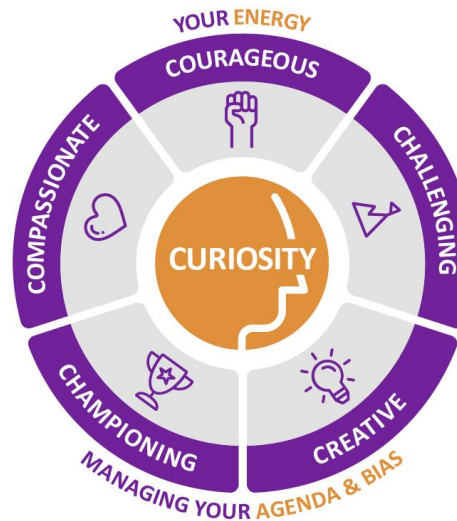
Foundational coach-based skills for different relationships at work, using curiosity, rapport, creating empathy and trust.

## **COMPASSIONATE CONVERSATIONS** = EMOTIONAL SUPPORT.

Learning how to manage more personal and emotional conversations with connection and shared humanity.

## **COURAGEOUS CONVERSATIONS** = SPEAKING FROM HEAD, HEART & GUT.

Learning how to deepen your listening skills and saying what needs to be said, in service of others.



## **CHALLENGING CONVERSATIONS** = CORRECTIVE & REINFORCING.

Learning how to combine empathy with curiosity into the heart of a performance conversation and seeking a solution focused outcome.

## **CREATIVE CONVERSATIONS** = WORDS AND PICTURES

Learning the power of words, pictures and movement to go beyond what is being said to what is being felt.

## **CHAMPIONING CONVERSATIONS** = ABSOLUTE BELIEF IN THE OTHER.

Learning the power of belief in others and supporting them to overcome setbacks and pursue their goals.



Captured on camera, activities and exercises from our Curious Conversations Cohort

# MEET THE TEAM

**Gwynneth Rees-Kenny** and **Kate Flory** are both CCPC Co-Active Coaches each with over 20 years experience.

Working with businesses as HR (OD and LD) consultants, coaching supervisors, coaches and trainers, we bring the skills of coach-based conversations to the real world of work. **Curious Conversations** will support managers to have more powerful, dynamic and focused conversations in just 10 minutes.







# FEEDBACK FROM OUR CURIOUS CONVERSATION ATTENDEES

1

## INSPIRING AND ENGAGING

The quality and implementation of practical tools was exceptional with the opportunity to try these out & gain feedback.

2

## ABSOLUTELY FANTASTIC!

A comfortable atmosphere throughout the 3 days, making you think & getting you involved - would highly recommend.

3

## HANDS ON PRACTICE

I've already been using the tools in my day job and can instantly see the positive impact. Thank you!

4

## INSIGHTFUL AND USEFUL

Each individual had an opportunity to participate, benefit from team and peer activities and gain insightful & useful knowledge.