

# COACHING AND COACHING TRAINING



**2022**

# OUR CULTURE

## HOW WE WORK AND THINK ABOUT OUR DESIGN

We recognize the importance of integrating Indigenous and Western ways of knowing and learning. Our programs are developed using the Four Rs of Indigenous Education and First People's, and Western adult learning principles.

- ☑ **Culture must be present for learning**
- ☑ **We respect your experiences**
- ☑ **We commit to a reciprocal relationship**

Our coaching programs are customized so any components that can include the land are developed using areas relevant to you .

We won't incorporate aspects of the land that do not apply to you or your community. And, when possible, we will conduct some of our coaching work outside.

For Indigenous organizations we adhere to the First Nations Data Governance Strategic Framework. First Nation governments require timely access to quality data to plan, manage, and recover from disasters.



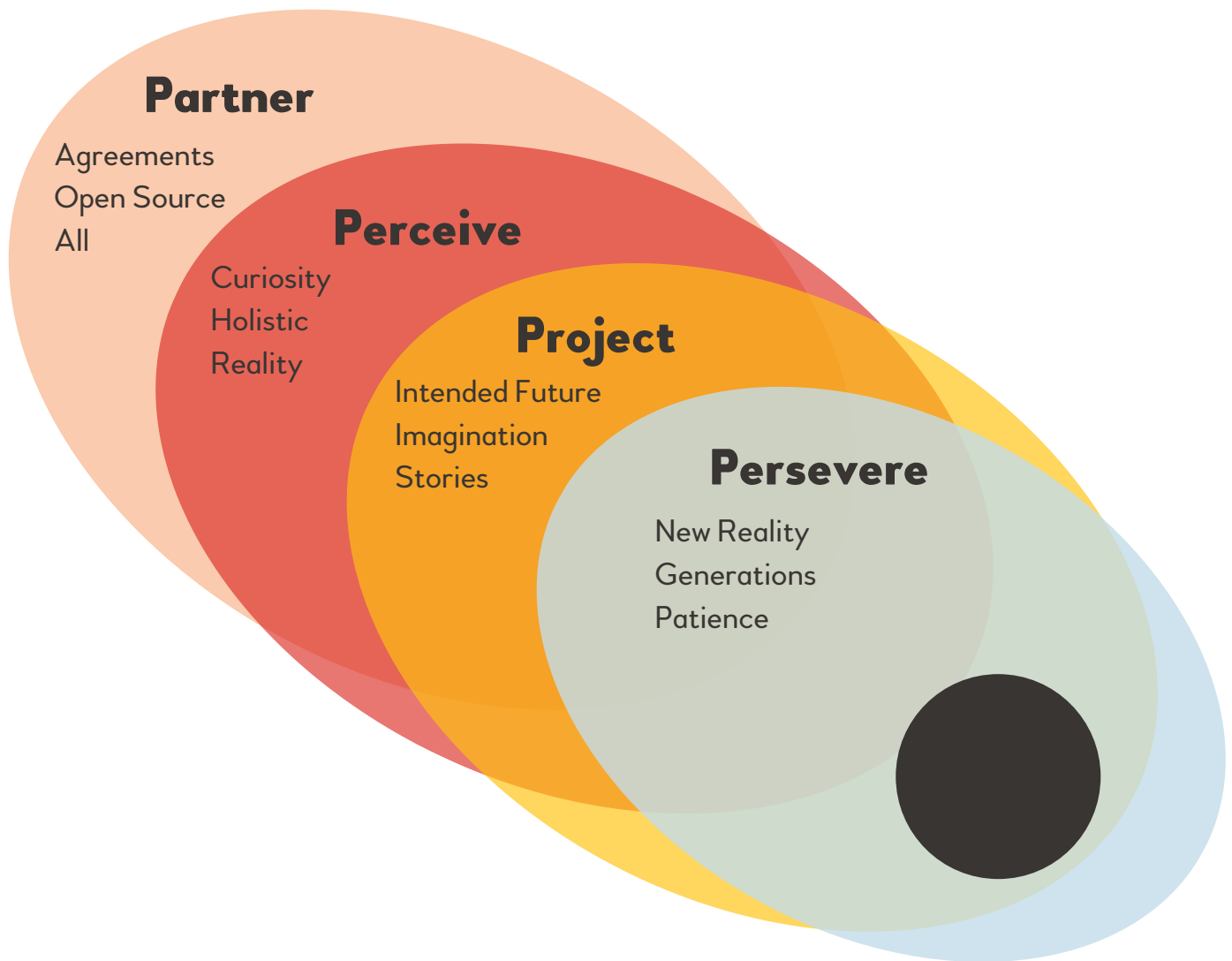
Hazardscape's coaches are certified through the ICF and adhere to their international standards for coaching.

Some of the organizations that use Hazardscape's Coaching:



If you have questions about our programs and services contact [support@hazardscape.com](mailto:support@hazardscape.com)

# OUR COACHING ELEMENTS



# OUR COACHING PROGRAM DESIGN MODEL

The best way to be a coach is to experience coaching, learn to coach, then coach others.

Through our intake and design steps we spend a great deal of time with our partner organizations to determine what is right for their culture.

## Intake (In-person or online)

An introduction to coaching. Participants will learn about:

- what coaching is and what it is not,
- how coaching compares to other support services, like training and consulting, and
- how to prepare for their first 1-1 coaching session.

## Co-Design

After staff receive 1-1 coaching we meet as a group to discuss:

- the benefits of coaching,
- the potential value for the organization,
- what a coaching program might look like within the organization,
- budget, and
- next steps.

## Coaching

Engagement through non-directive inquiry. Non-directive coaching blended with activities that support your staff in the context of their role, plus training to help them be coaches.

## Try

In between coaching sessions individuals try out new behaviors and skills, on the job, using job related issues.

## Reflect

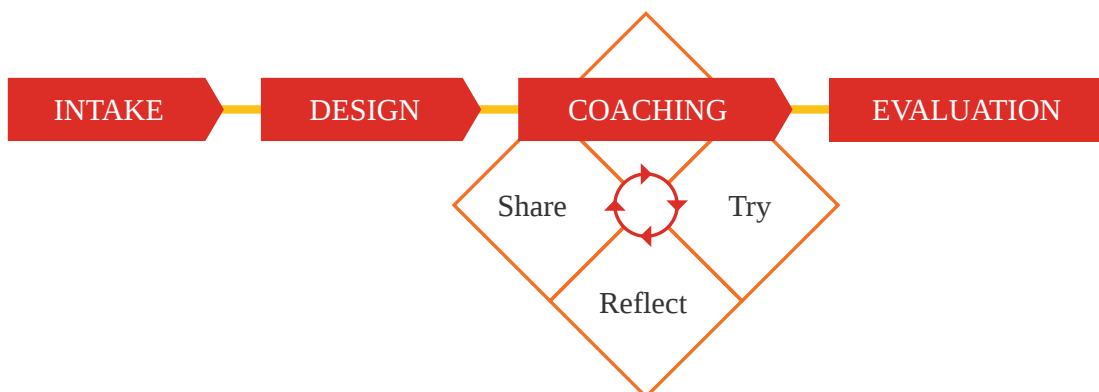
Participants are provided with tools and resources to reflect on their progress so they can make new connections, innovate faster, and measure their success. Reflection is a powerful way to enhance performance and broaden professional impact.

## Share

At the start of each coaching session, participants report their progress to construct knowledge through conversation. This helps them build enhanced understanding.

## Customized for You

Our programs are user-led. This means staff are empowered to develop a program that is right for them and that they own.





# FIRST STEPS - INTAKE AND CO-DESIGN

Intake provides the coach with an opportunity to learn about your organization. And it is for your staff to meet the coach and learn more about coaching as a leadership tool.

## ✓ Live Group Call - Introduction

60 minutes

- What is non-directive coaching?
- Coaching compared to training, facilitation, mentoring, counseling, and consulting.
- Coaching competencies.
- Differences between 1-1, group, and team coaching and coaching circles.
- What to expect during a coaching session and how to book a first session.

## ✓ 1 - 1 Coaching

Staff will book a series of 1-1 coaching sessions where they will be coached so they can experience coaching first-hand.

## ✓ Live Group Follow-up

60 minutes

A group coaching session where participants will reflect on their coaching experience to determine the value of coaching for the organization. This discussion will lead into the design of a formal coaching and coaching training program.

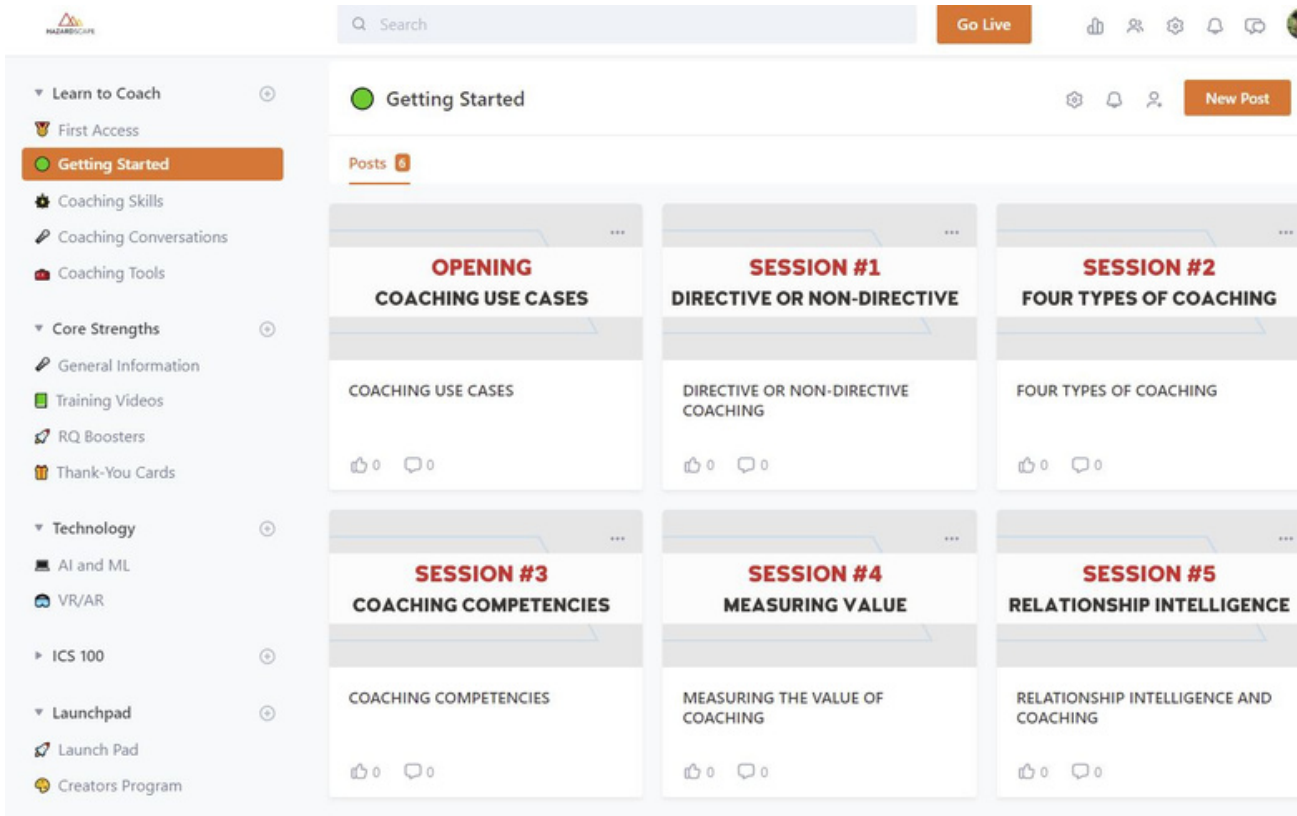
## Co-Design

During the design process we work with management and coaching champions to determine the budget, scope, timeframe, and coaching program components. Components may include 1-1 coaching, coaching circles, group and team coaching, and coaching training.

Moreover, as organizations mature in their use of coaching, they may look towards the design and development of a peer to peer coaching program. This is where accredited coaching is explored. Peer to peer coaching is a great professional development opportunity and it acts as a way for staff to learn more about other areas of the organization.



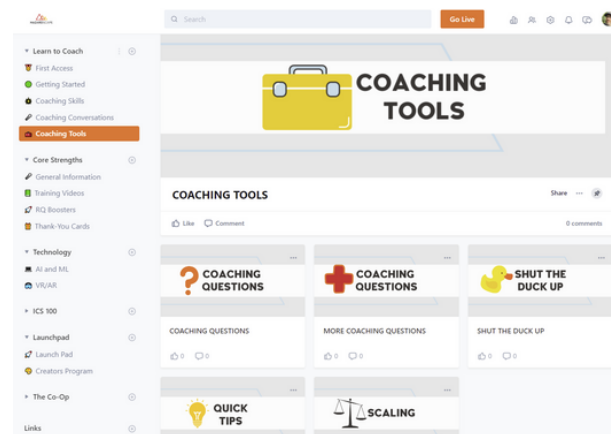
# OUR COACHING AND LEARNING PLATFORM



All of our partners have access to our learning platform which hosts our coaching training modules, live group chats, live streams, interviews with ,top coaches in the field, and a video library for those who can't attend the live sessions.

Group spaces can be open or private providing your organization and staff with flexibility in how they learn and interact with other students.

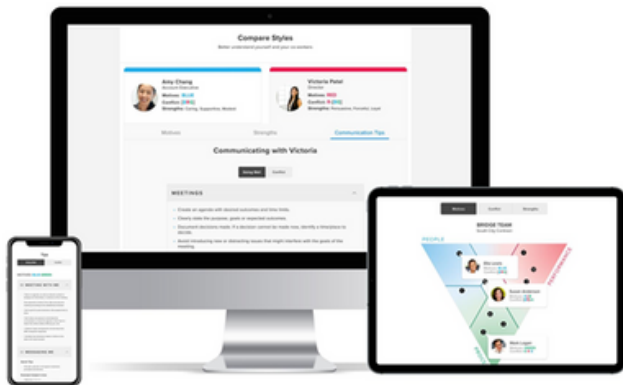
Students also have access to our network of coaches who join us during live events to discuss their coaching journey with coaching tips and good practices.



# CORE STRENGTHS

## WHERE APPROPRIATE WE WILL DEMO CORE STRENGTHS

A Western psychology model that can benefit anyone working in Canada today. We make this model relevant to Indigenous clients and their organizations and we respect your ways of knowing through out workshops.



Relationship Intelligence (RQ) gives you the insight to communicate with people across a diverse spectrum of personalities, motivations, and experiences. To build a relationship—or damage one.

Our leadership development solution, based in RQ, teaches high-potential people and existing managers to lead in a way that fosters connection and builds relationships. Because strong relationships are the foundation of strong business performance.

### You will learn how to:

- Understand each direct report's motives and strengths
- Use that knowledge to adjust your communication approach with each person
- Coach your people without fear of being misunderstood

Delivered with:



**Rather than focusing on WHAT we do, the SDI 2.0® helps us understand WHY we behave and HOW we relate to each other.**

Using Relationship Intelligence (RQ), the SDI 2.0 provides a common language for understanding what's important.

Relationship building is more than a soft skill, and the SDI 2.0 plays a direct role in helping us relate to others – building our ability to improve dialogue.

# COACHING PROFILE

## BRAD ISON



### CORE VALUES

FLEXIBILITY

INTEGRITY

RESPECT

AGILITY

### MEET THE LEAD COACH

Brad has held a number of senior leadership positions in the private and public sectors. As a senior leader for the Government of Alberta's Emergency Management Agency, Brad has been involved in responding to and recovering from some of Alberta's most devastating disasters including the Slave Lake and Fort McMurray wildfires and 2010, 2011, and 2013 southern Alberta floods.

As a disaster management professional and someone who didn't realize their stress related injuries until he was far from the scene of the damage; Brad uses his accredited coaching training to help others be stronger and more resilient. Having made it back in one piece, he wants to help others avoid the same fate.

Today, Brad owns his own company, which is focused on coaching those with a role in making their organizations and communities safer.

### EXPERIENCES

- ✓ Lead coach and developer for the Medicine Hat College Crisis Leadership coaching program.
- ✓ Partner with the Canadian Mental Health Association - Alberta. Developed their internal staff coaching and coaching training program.
- ✓ Designed and delivered the student group coaching program for the NAIT Disaster and Emergency Management Diploma program.
- ✓ Partner with the Town of Stony Plain, providing coaching and Core Strengths training and workshops.
- ✓ Internal coach for the Alberta Public Service Commission where he helped develop the Government of Alberta group coaching program.

### HIGHLIGHTS

**60 HOURS**  
ACCREDITED  
TRAINING

#### SERVICES OFFERED

- ✓ ONE-TO-ONE, GROUP, AND TEAM COACHING
- ✓ COACHING CIRCLES
- ✓ CORE STRENGTHS
- ✓ FACILITATION

#### SETTINGS

IN-PERSON      VIRTUAL REALITY  
VIDEO CONFRENCING      PHONE

**LANGUAGE**  
ENGLISH

**MEMBER**



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**[Hazardscape.com](http://Hazardscape.com)**

**[linkedin.com/in/bradison](https://linkedin.com/in/bradison)**



# NEXT STEPS

We don't start invoicing you until we are confident that you or your team is ready for coaching.

We start with a quick 1-1 meeting as part of our intake. This allows us to assess whether or not coaching is right for you or your organization.

## There is only one step:

1. Contact us directly today to set up a no obligation discussion about our coaching programs and your situation.

If anything, you will leave the call with a new contact for your network and you will have learned just a bit more about coaching.

E: [brad.ison@hazardscape.com](mailto:brad.ison@hazardscape.com)

T: 780-297-8796

[hazardscape.com](http://hazardscape.com)

[linkedin.com/in/bradison](https://www.linkedin.com/in/bradison)



Canadian Mental  
Health Association  
Alberta  
*Mental health for all*

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**“Brads insightful interpersonal interaction with myself and the team members of CMHA Alberta Division has supported decision making, empowered staff members in exploration of options as well as the development of new approaches to risk and disaster mitigation related to the COVID 19 pandemic.”**

*David Grauwiler, Executive Director, CMHA Alberta*

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