



# DEFENSE ACQUISITION UNIVERSITY

## ACQ 453 Leader as Coach

110321

*Course Learning/Performance Objectives followed by its enabling learning objectives on separate lines if specified.*

<b>1</b>	<b>Create the commitment to personal reinvention and that of your acquisition organization</b>
	Define and explain the need for coaching in the acquisition environment
	Differentiate transformational leadership from transactional leadership and relate where you are in the continuum
	Synthesize the connection between developing as a leader and achieving the goals of your organization
	Create a learning environment that optimizes reflective and effective learning
<b>2</b>	<b>Develop a coaching relationship with the intent of building breakthrough acquisition results</b>
	Understand the Cambridge Group Coaching Model
	Stand for peoples's greatness by looking at the possibilities in them
	Apply the first step in the coaching model by looking at opportunities to build a coaching relationship and creating a positive coaching environment
	Demonstrate effective listening and dialog skills to ensure focus and intent
	Ask catalytic coaching questions through use of the SPIN model
<b>3</b>	<b>Demonstrate the ability to formulate a breakthrough possibility</b>
	Distinguish the difference between a predictable future and a breakthrough possibility
	Apply the principles of transformational leadership to formulate a breakthrough possibility in your area
	Develop strategies that will facilitate attainment of your breakthrough possibility
<b>4</b>	<b>Create a personal development strategy</b>
	Distinguish the need to connect organization transformation and leadership development
	Create a plan that supports your development as a leader
<b>5</b>	<b>Implement the breakthrough through development of an action plan</b>
	Continue to formulate the foundation of a leadership legacy by completing your Leadership and Coaching Legacy Blueprint
	Develop a 30 - 45 day Catalytic Action Plan to get people moving and achieve success quickly
	Conduct a coaching conversation that facilitates forward movement towards the breakthrough possibility
<b>6</b>	<b>Ability to define, apply, and analyze the impact of coaching on a particular individual to reach a breakthrough</b>
	Demonstrate a coaching conversation that entails taking action towards achieving a breakthrough
	Identify and resolve coaching dilemmas through the use of specialized coaching tools
<b>7</b>	<b>Finalize your Leadership and Coaching Legacy Blueprint</b>
	Declare your breakthrough as a certainty
	Develop and discuss key strategies, metrics and development opportunities
	Receive coaching feedback from others