

The Romar Coaching Ecosystem: Integrated Learning

Develop Leaders. Develop Teams. Transform Your Organization.

The Challenge

Most coaching programs train leaders in isolation. Leaders may gain new skills, but without team alignment, the impact fades quickly. Teams struggle to receive coaching or apply feedback, which is why behavior change never takes hold.

The Solution: Coaching Ecosystem

The Romar Coaching Ecosystem is an integrated coaching solution that develops both the leader's coaching skills and the coachee's self-coaching skills. By combining our refreshed Results-Oriented Coaching Skills (ROCS) with Building a Coaching Culture (BCC), the ecosystem creates lasting behavioral change at every level of the organization. Leaders gain practical coaching frameworks and updated coaching tools to guide performance while teams are trained to receive feedback and self-coach, ensuring skills are not only taught but also adopted. The result is measurable improvement in coaching effectiveness, coaching feedback adoption, and team engagement, driving stronger organizational performance.



Why Romar's Coaching Ecosystem Is Different

Most coaching programs focus only on leaders. Romar's Coaching Ecosystem trains leaders AND their teams, ensuring behavioral change at both levels.

What Participants Will Learn

For Leaders (ROCS Focus)

Participants will learn to:

- ▶ Apply refreshed coaching frameworks to conduct effective, results-oriented coaching conversations
- ▶ Demonstrate the ability to balance support and accountability when coaching direct reports

- ▶ Use structured tools to set clear expectations, provide feedback, and drive performance improvement
- ▶ Adapt coaching style to different situations, ensuring conversations are constructive and outcomes-driven

For Teams (BCC Focus)

Participants will learn to:

- ▶ Receive coaching with openness and apply it to improve performance
- ▶ Engage in 2-way coaching conversations that strengthen trust and collaboration
- ▶ Demonstrate self-coaching behaviors that foster accountability and continuous improvement
- ▶ Support team members by modeling feedback-seeking and feedback-using behaviors

For the Organization (Ecosystem Impact)

- ▶ Build a culture where feedback and coaching are embedded in daily practice
- ▶ Increase measurable outcomes such as employee engagement, coaching effectiveness, and feedback adoption across teams

Who Should Attend

Intact team: The manager should complete ROCS first, and then the team participates in BCC with the manager.

Design

Initiation Workshop/Webinars

The learning journey begins with an engaging workshop or webinar that equips leaders and their teams with essential skills for success. Leaders will master the latest coaching techniques to inspire, guide, and develop their teams, while team members will learn how to receive feedback and to take an active role in their development. Together, this session builds a foundation for a culture of growth, accountability, and high performance—driving results today and preparing your organization for tomorrow.

- ▶ ROCS – 1.5-day in-person workshop or 3 2-hour virtual sessions
- ▶ BCC – 1-day in-person workshop or 2 2-hour virtual sessions

Sustainment for Lasting Impact

The workshop or webinar is just the start. Romar's Coaching Ecosystem provides tools like digital job aids, quick coaching playbooks, and microlearning to reinforce new skills. Reflection assignments, role-play practice, and follow-up sessions help embed these skills and ensure accountability. This approach fosters a lasting culture of feedback and coaching, promoting ongoing performance improvement.

Key Sustainment Tools

- ▶ Digital job aids and coaching playbooks for leader participants
- ▶ Microlearning eLearning boosters to reinforce key concepts
- ▶ Second-line leader coaching guide for their leaders

Payoff

Romar's Coaching Ecosystem develops leaders and their teams together, ensuring coaching and feedback become everyday behaviors. With refreshed coaching frameworks for leaders and feedback training for teams, we create a culture of accountability and engagement that drives measurable performance improvement.

- ▶ **Integrated:** Leaders AND their teams trained together, where skills are taught, practiced, and adopted.
- ▶ **Refreshed & Relevant:** Updated ROCS equips leaders with modern frameworks for coaching in today's workplace.
- ▶ **Feedback That Sticks:** Teams learn to receive feedback and self-coach, ensuring leadership training has a lasting impact.
- ▶ **Culture Shift:** Builds a feedback- and coaching-driven culture, not just one-off training sessions.
- ▶ **Scalable & Sustainable:** Delivered via licensing and digital enhancements for long-term, organization-wide adoption.
- ▶ **Measurable Results:** Improves leader confidence, feedback adoption, coaching effectiveness, and team engagement.
- ▶ **Future-Ready Path:** Forms the foundation for future learning modules like Strategic Thinking and Achieving Performance Excellence.

Budget

Romar offers 2 approaches to fit your organization's needs and budget:

- ▶ **Licensing Model:** An economical way to scale the Romar Coaching Ecosystem across your organization. Romar remains the dedicated facilitator for all sessions, ensuring consistent delivery quality, while your team benefits from ongoing access to updated content and sustainment tools.
- ▶ **Customized Model:** A tailored approach that allows for co-designed facilitation, company-specific case studies, and additional reinforcement options. This model offers the greatest flexibility for organizations seeking a highly personalized experience.