

Coaching Skills for Leaders

A Development Opportunity for UTSW Leaders

UTSouthwestern
Medical Center

Why *Coaching Skills for Leaders*?

Leading a team, a division, or even a department creates unique leadership challenges. You're working with a diverse set of personalities who don't all respond to your direction in a consistent way. But to succeed, you need the aligned efforts of those you lead.

In *Coaching Skills for Leaders*, you'll learn a reliable approach to helping others raise their own performance while achieving personal and professional growth. As a leader employing a "coaching approach," you'll be able to get more from your team, while supporting improved wellbeing for those you lead.



Who is this program designed for?

Department Chairs, Division Chiefs, Medical Directors, and anyone else in a role that must lead people to create results. The program is ideal for leaders who want to grow their ability to create a positive and productive organizational culture.



By completing this program, you'll be able to:

- Lead meaningful conversations with people that raise self-awareness and inspire action
- Listen for and understand what your people need to be successful
- Ask questions that naturally unlock people's creativity, resourcefulness, and productivity, without resorting to telling them what to do
- Understand the difference between coaching, setting expectations, and managing performance, and recognize when it's appropriate (or not) to use each one
- Impact the culture in a positive way while creating tangible, forward-moving results with people

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What is the format of the program? **Coaching Skills for Leaders is a highly interactive, hands-on development experience comprised of two components:**

- First is a **2-day workshop of in-person learning** with ~20-24 leaders. During these two days, you'll experience hands-on practice and real-time feedback as you learn the coaching approach. These two days will prepare you to immediately begin practicing the coaching approach in your leadership role.



- Second is a **series of 6 monthly group coaching sessions**, held virtually for 1 hour, with ~10-12 leaders from the program. During these sessions, you'll debrief your experiences with practicing the coaching approach in your leadership role. You'll get expert guidance and support from a professional coach, and you'll also learn from the experiences of peer participants.



When is the program offered? **The program is being offered twice in 2025:**

- **Spring program:**

- April 3-4, 2025, 8am to 5pm each day @ Pegasus Park
- Six 1-hour group coaching sessions held virtually each month, April '25 through September '25. You will be sorted into one of the following two options:
 - The 1st Friday of the month. 8:00am - 9:00am
 - The 3rd Thursday of the month, 4:00pm-5:00pm

- **Fall program:**

- October 23-24, 2025, 8am to 5pm each day @ Pegasus Park
- Six 1-hour group coaching sessions held virtually each month, November '25 through April '26. You will be sorted into one of the following options:
 - The 1st Friday of the month, 8:00am - 9:00am
 - The 3rd Thursday of the month, 4:00pm-5:00pm



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Your program leaders

Coaching Skills for Leaders in 2025 is led by two UTSW-employed professional coaches:



Mike Caracalas

Mike has been developing leaders in organizations for almost 30 years, including the past 13 as a practicing executive coach. He is currently employed by UT Southwestern as an executive coach for faculty wellness within the Office of Faculty Affairs. With the help of many others, Mike led the creation and implementation of the UT Southwestern Coach Certificate Program (UCCP), a professional coach training program accredited by the International Coaching Federation (ICF). The UCCP has trained over 60 new coaches within UTSW, including 30 UTSW Certified Professional Coaches (CPC).



Dr. Suzanne Farmer

Dr. Suzanne Farmer serves as the Asst. Vice President for Talent Development (formerly OD&T) at UT Southwestern, where she leads leadership development and team effectiveness for faculty and professionals across the institution, including the development of the Faculty LEAD program where she serves as a director and faculty member. Suzanne is also an Asst. Professor in the Department of Psychology and serves as faculty in the clinical psychology program. She is an organizational psychologist by training and has spent over 25 years as a practitioner and coach within a variety of industries, with over 10 years here at UTSW.

FAQs

Will this program certify me as a professional coach?

This program is not a certification program. While UTSW offers a robust, ICF-accredited professional coach training program, this program is intended for leaders who want to utilize a “coaching approach” within their leadership role for the institution.

Are the monthly group coaching sessions optional or required?

The monthly follow-up sessions are an important part of the program, designed to translate new skills into practical capability. The intent is that participants attend all components of the program, including all 6 group coaching sessions. Understanding that participants are busy professionals, formal completion of the program requires participation in a minimum of 3 group coaching sessions.

Can completion of Coaching Skills for Leaders apply toward a subsequent completion of the UTSW Coach Certificate Program (UCCP)?

While the two programs share a common definition of coaching, the intent of each program is different. As such, Coaching Skills for Leaders does not fulfill any of the requirements in the UCCP.

Interested?

Click the link or scan the code...

[Coaching Skills for Leaders](#)

