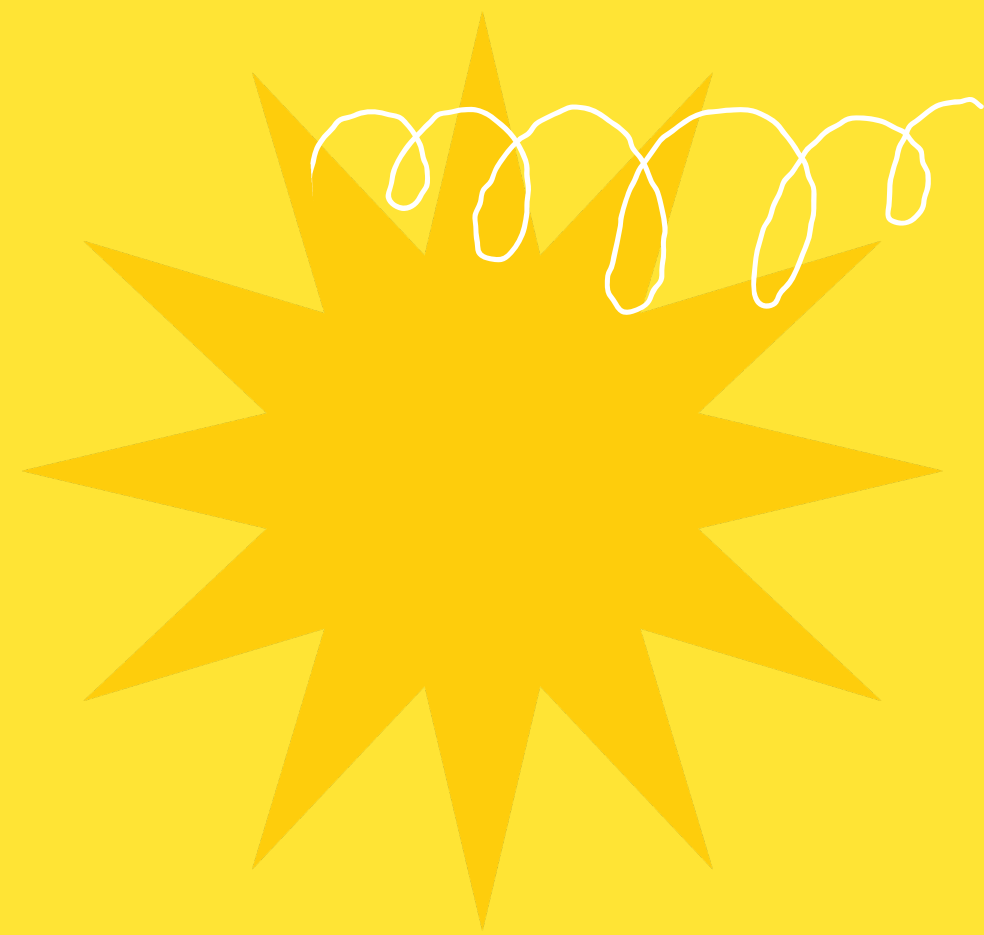


The power of bilingual coaching circles

Bilingual coaching circles help leaders creatively approach the challenges they face in their daily work, all while enabling them to develop their second language skills. Through participation in bilingual coaching circles, leaders build dynamic and strong partnerships and gain first-hand experience with a bilingual meeting model that supports a linguistically inclusive work environment.



What' you'll *learn*

01

Program purpose

02

The *What* of Bilingual
Coaching Circles

03

The *How* of Bilingual
Coaching Circles

04

Results and Impact

Program purpose

The purpose of bilingual coaching circle is to facilitate competency transfer of second language skills from the classroom to real world application in FCC's business setting.

Desired outcomes:

- Broaden business vocabulary and oral fluency
- Strengthen & develop new partnerships
- Strengthen FCC's culture
- Build linguistic security in a business context



What a bilingual coaching circle

LS

01 Small bilingual group

Two French-first and two English-first leaders who speak in their second official language on an authentic business topic

02 Business focused

Leaders take turns choosing a topic that is important to them. They use their second language to explore the topic and/or business challenge with their coaching circle partners.

03 Coaching

Sessions are moderated by both a language coach and a bilingual HR Business Partner, who can provide leadership coaching.

04 Partnership and network development

Coaching circles facilitate cross-divisional networking and connections

05 Bilingual meeting model

Small, bilingual coaching circles support leaders in reimagining bilingual meetings and in gaining linguistic security in their 2nd language for on-the-job performance .

What a bilingual coaching circle

Isn't?

01 A unilingual conversation class

Participants speak and exchange conversation in their target language.

02 Language focused

Grammar is not taught. Vocabulary is verbally provided when needed and typed in the chat for future reference. Participants help each other out.

03 Teaching

Sessions are participant-led and guided by a language coach and a bilingual HR Business Partner. The language coach and HRBP act as a GPS.

04 Individual focused

The focus of discussion is generated by business need and is done in the spirit of providing the best employee and client experience.

05 Traditional model

Bilingual CC's are innovative and reflect a neuroscientific approach to developing linguistic insecurity and improving fluency and on-the-job application.

A typical *Coaching circle experience*

Roles and responsibilities:

Coachee:

- Provides a topic in advance and has the first 5-10 minutes of *air-time* to verbally present the topic. Puts out an 'ask' or states an obstacle related to the topic or situation.

Coaches:

- Active & curious listeners who ask at minimum one open-ended questions in their target language.

Language coach:

- Takes notes for individual follow up; helps guide conversation if there is a lull or if things get off-track.

HRBP:

- Helps guide conversation and supports business needs when and where needed



A typical *Coaching circle experience*

Structure:

Step 1: Check-in/ Follow-up from previous session

Step 2: Coachee airtime

Step 3: Questions & Response

Step 4: Reflection/ Feedback/ Action Plan



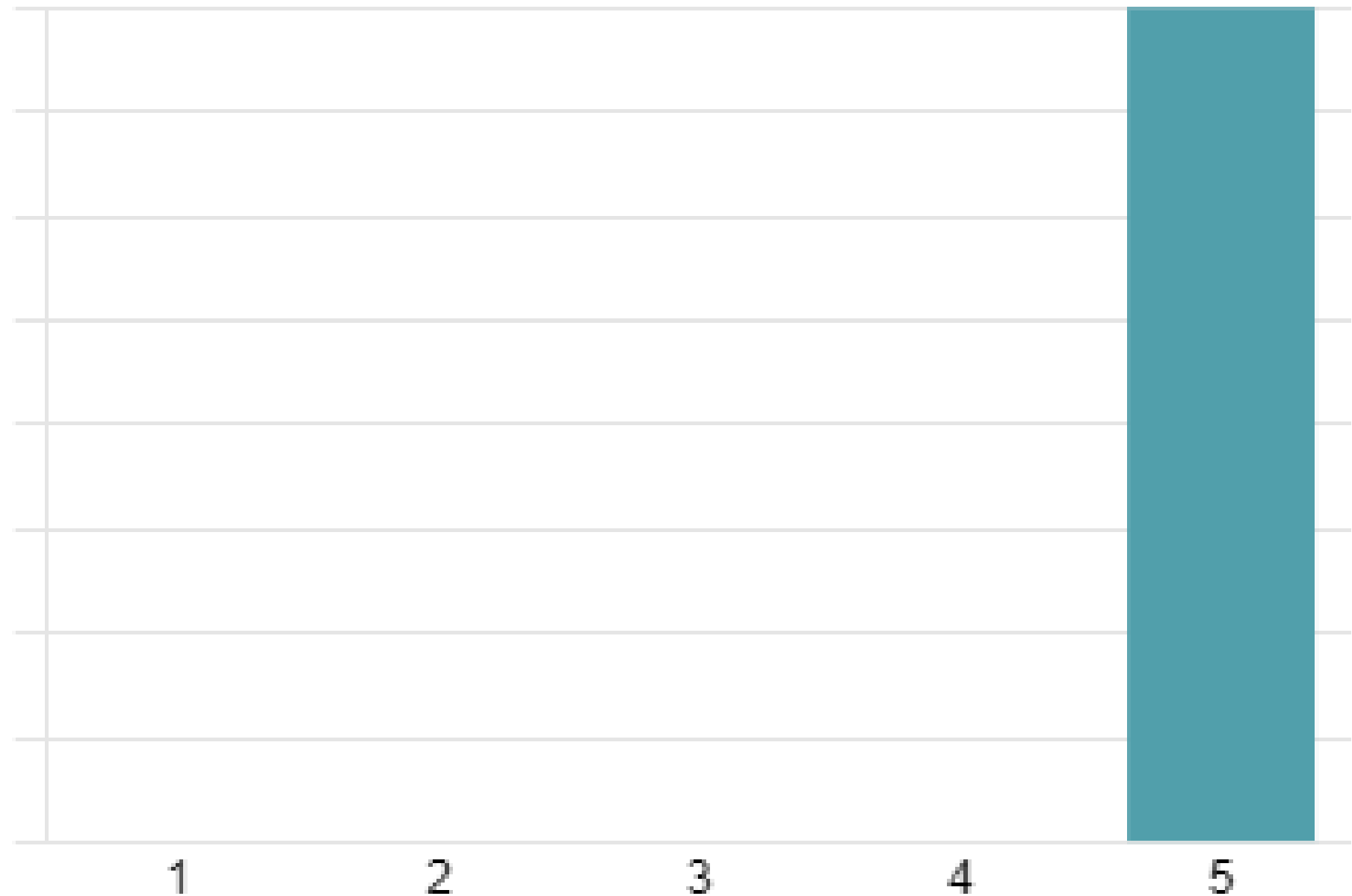
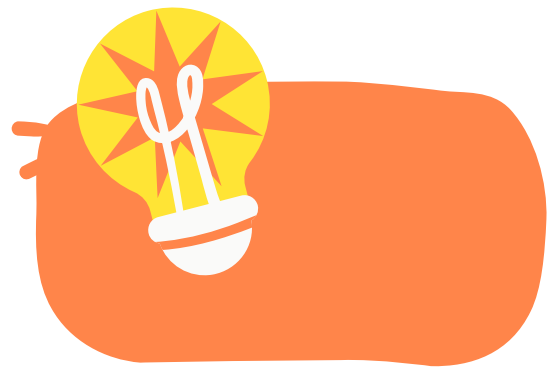
Benefits of
Bilingual coaching circles

*Increased employee
and client experience.*



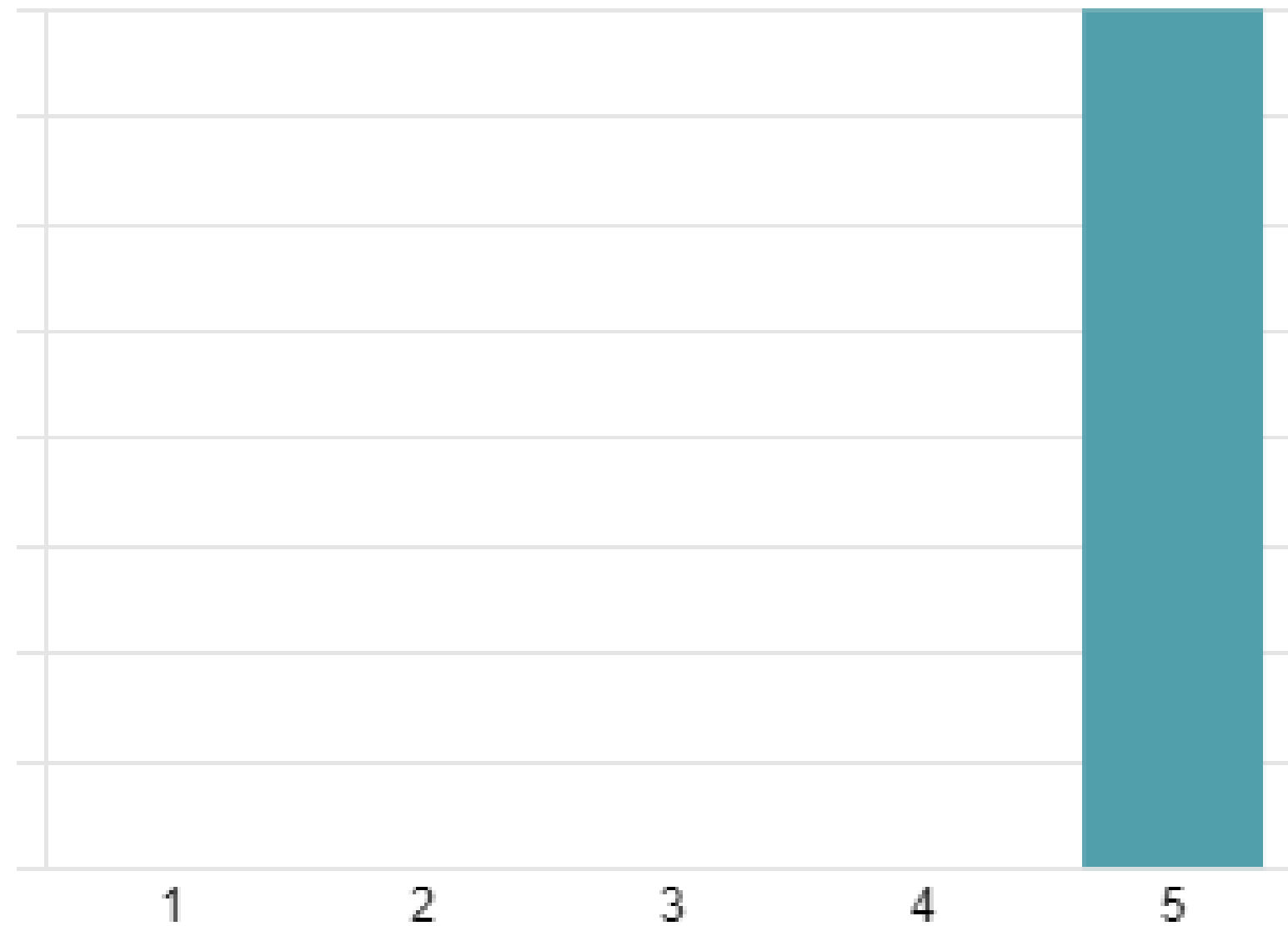
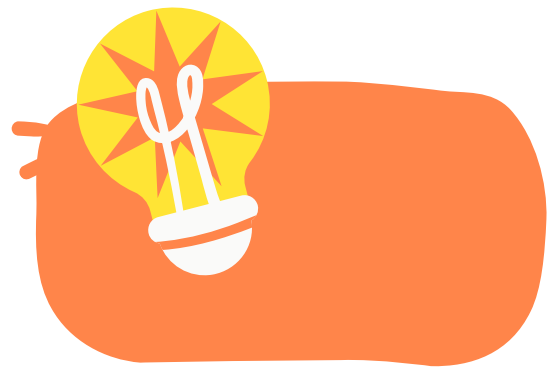
Bilingual coaching circles are an effective and authentic way for me to stretch and flex my target language skills.

Results & Impact



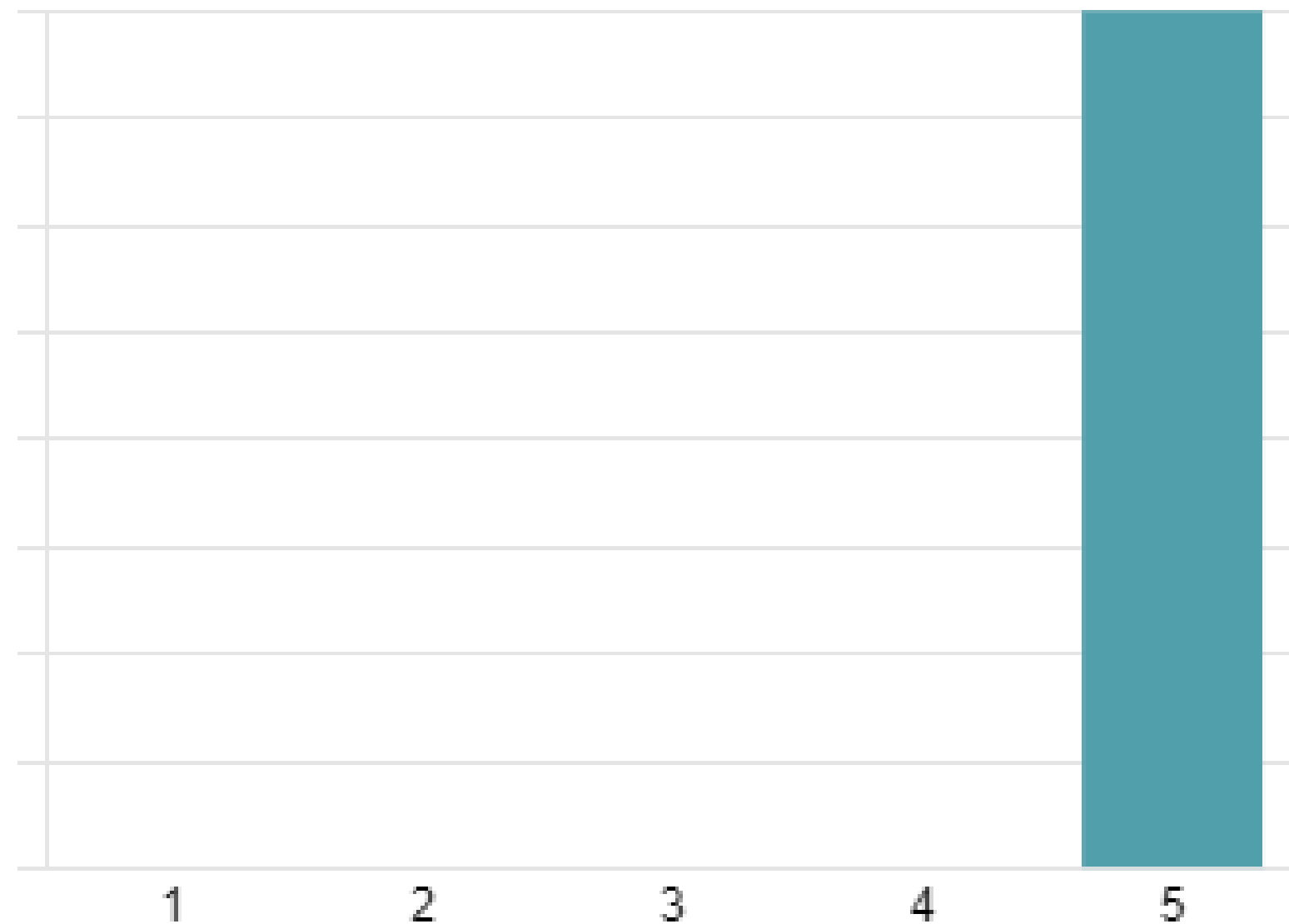
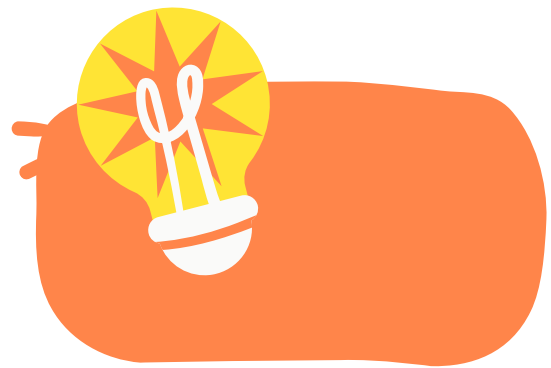
The bilingual coaching circle experience is helping me to meet my career goals or business needs in my target language.

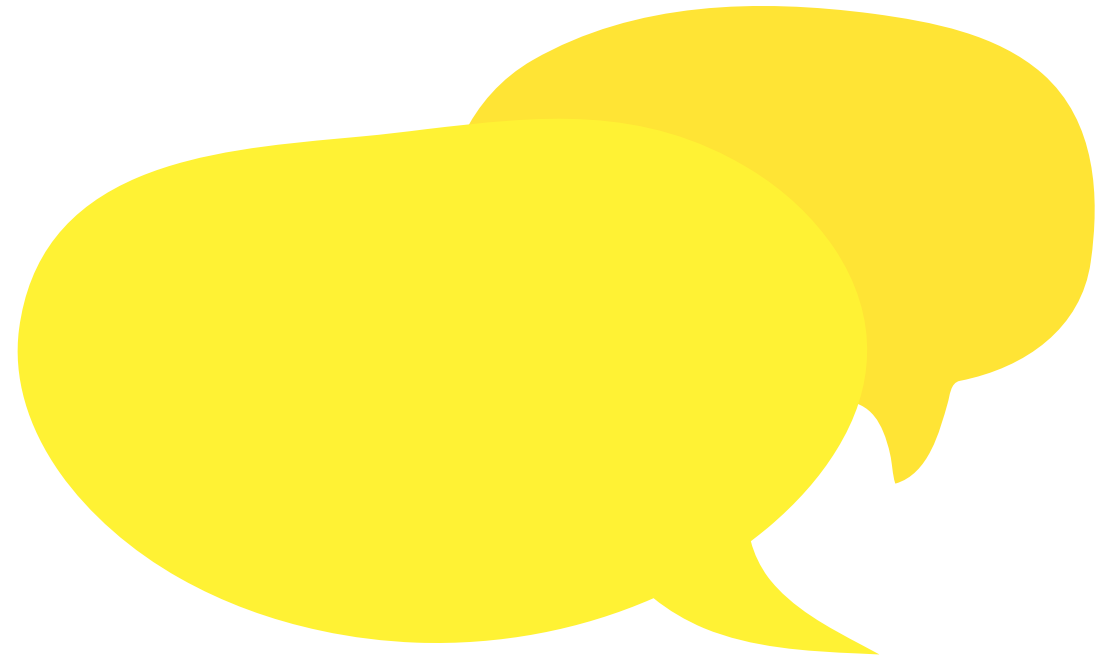
Results & Impact



Bilingual coaching circles are an effective and authentic way to build and strengthen partnerships with colleagues and to learn from them.

Results & Impact

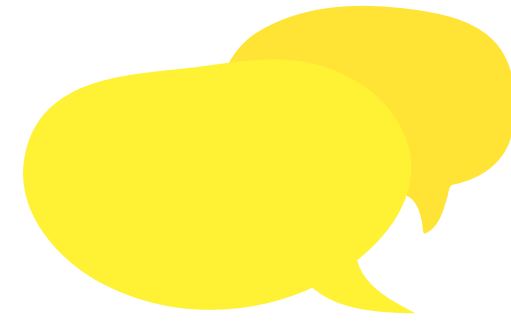




I love coaching circles! In addition to practicing my second language, the discussion topics are very relevant to my work. It's a moment of exchange and reflection that makes me feel good and brings value to my work. Thank you!

I am really enjoying the coaching circle and working one on one with my language coach. I get a lot out of it and am finding I am using my French more and more everyday.

I love the format of the coaching circles and always look forward to learning more !



Questions?

