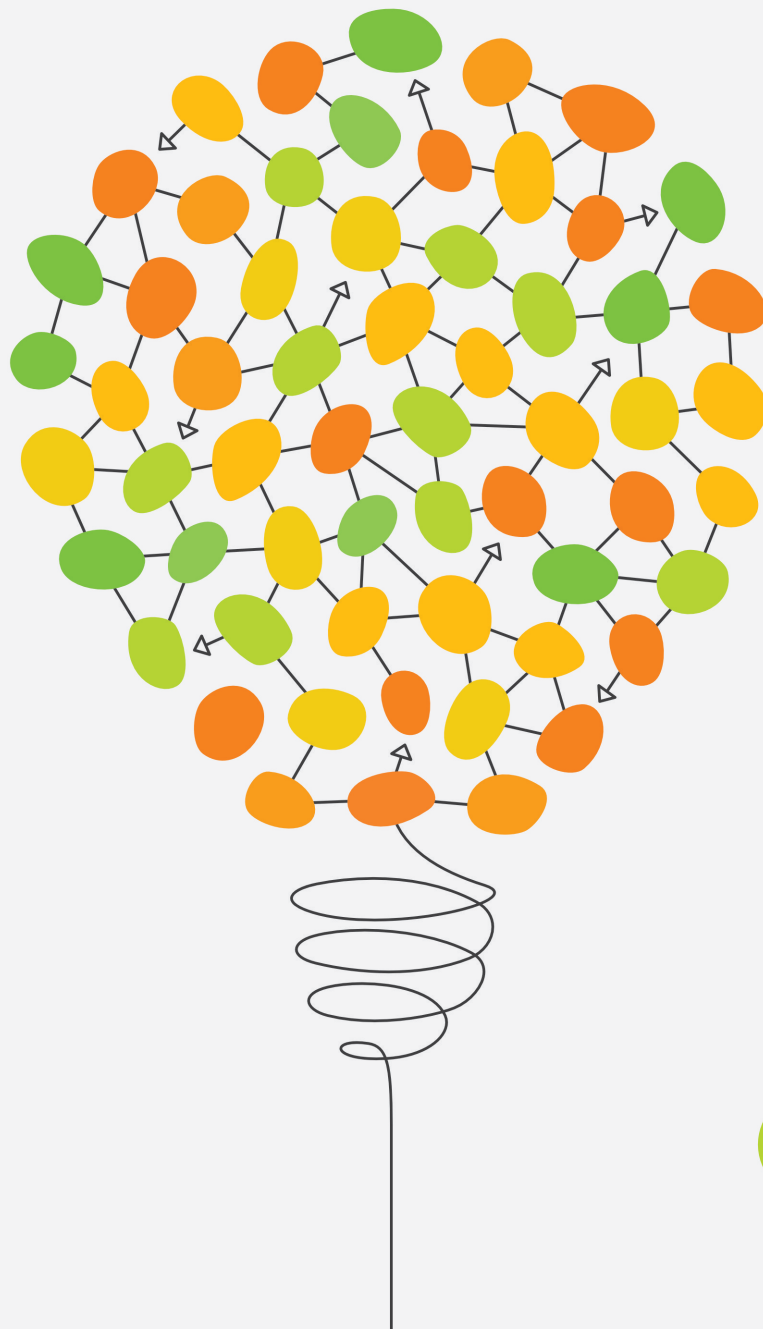


Ignite Potential

Wire up a coaching culture.



Cylient™

At Cylient, we help your organization inspire change and growth through an “in the moment” coaching approach called Untying the Knot.®

When a coaching culture takes hold, people throughout the organization integrate coaching approaches into everyday conversations — with anyone, at any time. As a result, issues are resolved rapidly, feedback happens and critical conversations help people move forward. That kind of connectivity means: People begin to learn from each other, across boundaries, enabling enterprise-wide change of every kind to gain momentum and become a reality.

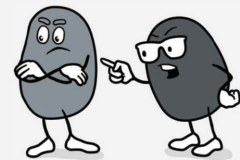
Forbes calls Cylient's CEO, Dianna Anderson, MCC, a pioneer in the creation of coaching cultures. She recognized the transformational power of coaching as a leadership style in the early '90s when she began her coaching career. She's worked passionately since then to realize her vision of making coaching a way of life for the world.

– Dianna Anderson, MCC
CEO and Co-Founder

Our Comprehensive System

Coaching-based leadership is the foundation of a coaching culture. When a coaching culture takes hold, everyone learns with and from each other, through everyday conversations. Cylient offers a comprehensive system for instilling coaching-based leadership in any organization, in any location, at all levels of the organization. Our workshops, reinforcement tools, and delivery capabilities can be scaled and adapted to meet the unique needs of your organization.

What Traditional Leadership Looks Like

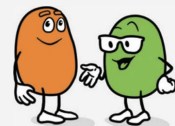


Telling people what to do.

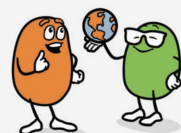
THE CYLIENT SYSTEM™

OUR COMPREHENSIVE SYSTEM ENABLES YOU TO INSTILL A COACHING CULTURE.

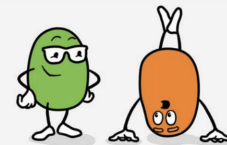
Coaching in the Moment® Workshop



Get curious.



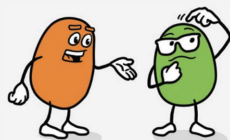
Appreciate another's worldview.



Shift perspectives.

REINFORCE WHAT YOU LEARNED

Reinforcement



Application Sessions

+



Email Series

+



Coaching Moments® App

+



Support Blog

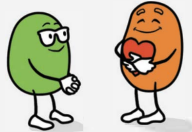
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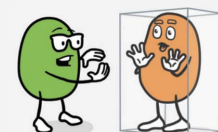
Digital Learning

ONTO FEEDBACK IN THE MOMENT

Feedback in the Moment® Workshop



Get to the heart of what matters.

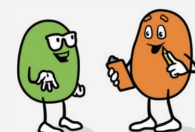


Illuminate self-limiting behaviors.



Offer feedback that inspires action.

A COACHING CULTURE TAKES SHAPE.



Learning from everyday conversations.

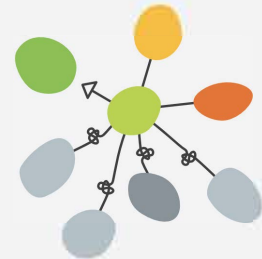
REINFORCE WHAT YOU LEARNED

Coaching Cultures *Realized*.™

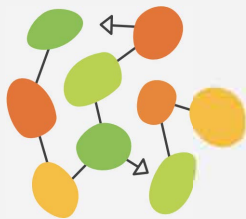
A Unique, Timeless Approach

Our Untying the Knot approach to “in the moment” coaching and feedback conversations is simple, intuitive and robust. Through our Coaching in the Moment and Feedback in the Moment workshops, people learn how to recognize knots in day-to-day situations, and untie them using coaching approaches that engage people to learn and take action.

When Untying the Knot becomes a shared language, people throughout your organization can resolve issues of any kind more quickly and effectively — together — creating a Change-Able® organization. That's what coaching cultures create — people and organizations that thrive on change.

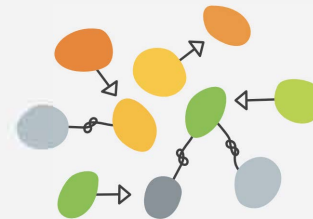


Workshops



Coaching in the Moment® Workshop

Many people respond in a profound way to our exclusive Coaching in the Moment learning experience. Through realistic listening exercises, group discussions, practice with real-life coaching scenarios, and more, people discover for themselves the power that “in the moment” coaching ignites. Our simple, memorable Untying the Knot approach is so practical, participants leave the workshop ready to engage in conversations they previously avoided. This workshop is available globally through video-based digital learning.



Feedback in the Moment® Workshop

Traditional approaches to feedback often create defensive reactions that are more likely to result in rifts than learning. That's a big problem because learning is essential for keeping pace in our world of continuous change. Our one-day Feedback in the Moment workshop gives your managers the confidence to offer “in the moment” feedback in an appreciative way that inspires people to change. We guide participants to untie their own knots so they can offer feedback in service of helping others to realize their potential, rather than causing disconnects by pushing their own agendas. This workshop is available globally through video-based digital learning. The Coaching in the Moment workshop is a prerequisite.

Energize Learning Through Reinforcement

Cylient offers a suite of reinforcement options that connect the impact of our workshops with your everyday work. These tools can be tailored to meet the needs of your organization and drive rapid adoption.

Reinforcement Email Series

Short videos and audios strengthen skill-building by offering quick, practical ways to apply what was learned

Mobile App

Coaching Moments® mobile app offers on-the-go support for conducting coaching conversations

Support Blog

Provides graduates with a private forum to continue learning and to connect with other graduates

Application Sessions

Virtual or in-person one-hour practice sessions deepen the learning after the workshops or turn digital learning into a blended learning experience

Digital Learning

Digital learning can be used to deepen the learning from the in-person workshops

Flexible Delivery Connects People Around the World

Harness the power of global connectivity by wiring up a consistent, universal coaching language throughout your enterprise. Cylient's flexible delivery options help your organization efficiently deliver the Untying the Knot approach to thousands of employees across your organization, both locally and globally. Combined with Application Sessions, these services offer a scalable blended learning approach for large enterprises.

Facilitator Certification

A robust certification process to prepare your internal facilitators to deliver Coaching in the Moment and Feedback in the Moment and conduct Application Sessions.

Cylient Facilitation

Cylient has an excellent team of facilitators who can deliver our workshops for you.

Digital Learning

Our digital learning is a rich, multifaceted learning experience that enables participants to learn and apply "in the moment" coaching and feedback concepts anywhere, at any time. Cohorts journey together for four weeks, applying their new skills in real-life situations and sharing their observations through social learning, discussions, and much more. Blended delivery options are available.

When everyone speaks the same coaching language, your people can find and untie knots together, across any border or boundary.

Fusing a Strategic Partnership

Cylient is passionate about helping our clients create a coaching culture that drives momentum for enterprise-wide change. Our process is dynamic, adapting to your organization's needs. We take a coaching approach to working with you and your team to ensure that coaching fully connects with your culture. The result is vibrant and provoking, an "in the moment" coaching approach that guides people to work together to unlock your organization's potential.

Learn More

Learn more about our comprehensive suite of services by scheduling a conversation with us. Email info@cylient.com, visit cylient.com or call **1.877.788.6465** to schedule now.



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