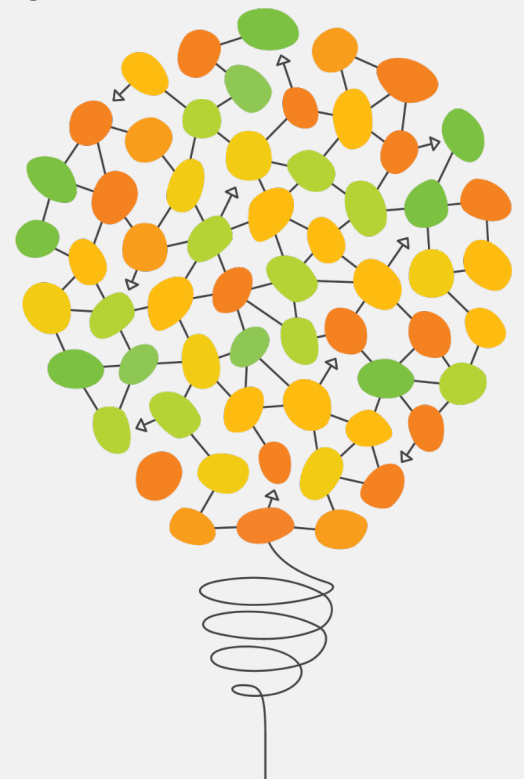


Wire Up a Safe and Seen Culture

When "in the moment" coaching becomes a leadership style—and way of life—in your organization, people feel **safe**, **seen** and **supported** to realize their potential.

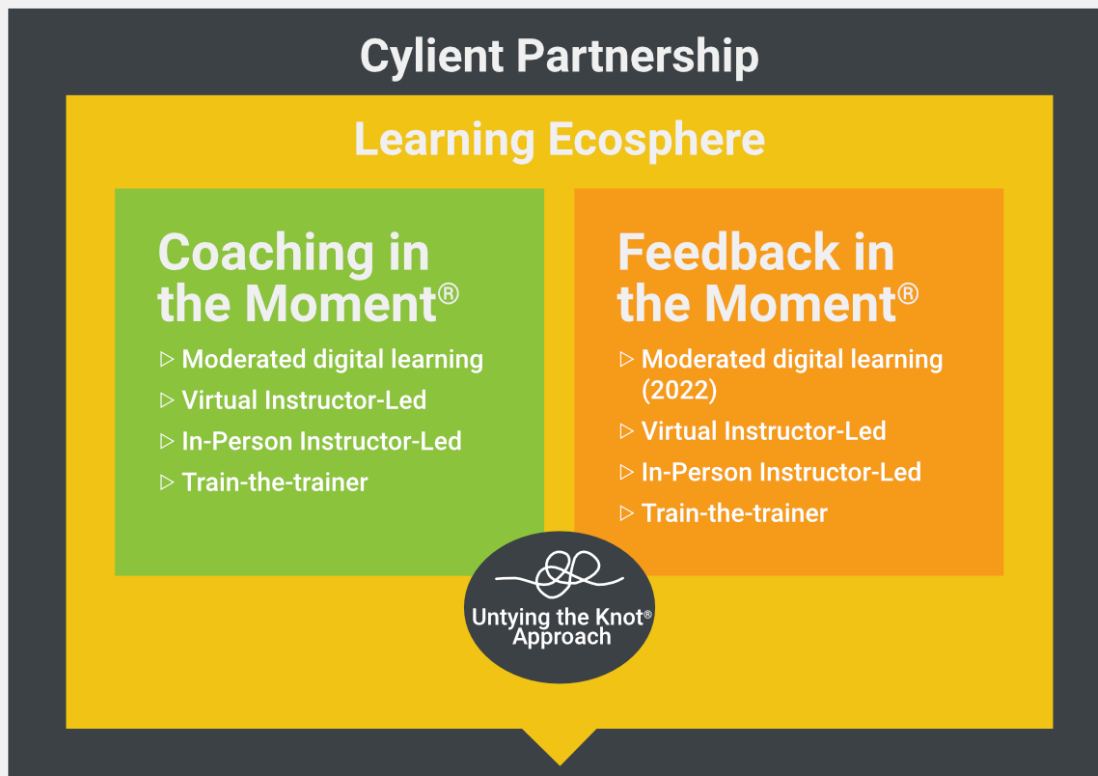
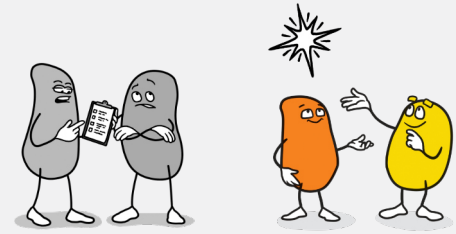
In a Safe and Seen coaching culture, people throughout the organization integrate coaching approaches into everyday conversations—with anyone, at any time. As a result, people resolve issues more quickly, share feedback and have critical conversations that help others take action. This appreciative approach to leadership builds trust, fosters inclusiveness and creates a culture where people and ideas flourish.



The Cylient System

Cylient offers a comprehensive system for instilling coaching-based leadership in any organization, globally and at scale. Our two learning experiences—Coaching in the Moment® and Feedback in the Moment®—include a variety of reinforcement activities and delivery formats to meet the needs of your organization.

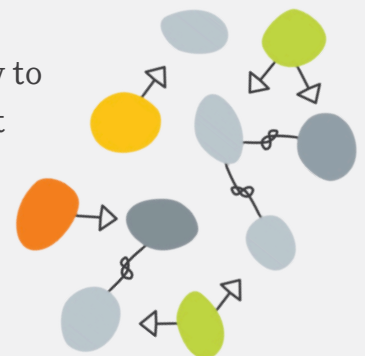
Transition from "Direct and Correct" Leadership to Coaching-Based Leadership



A Safe and Seen coaching culture takes shape.

A Unique, Timeless Approach

Our Untying the Knot® approach to "in the moment" coaching and feedback conversations is simple, intuitive and robust. Through Coaching in the Moment and Feedback in the Moment, people learn how to recognize knots in day-to-day situations. "Knots" are things that are not happening—such as a point "knot" being understood, someone "knot" moving a project forward, or a disconnect "knot" being resolved. When Untying the Knot becomes a shared language throughout your organization, people are able to resolve issues of any kind more quickly and effectively—together.



Learning Experiences

Coaching in the Moment

Many people respond to our exclusive Coaching in the Moment learning experience in a profound way. Through listening exercises, group discussions, 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 ready to engage in conversations they previously avoided.

Delivery formats:

- One-day, in-person, instructor-led workshop
- One-day or two half-day live, virtual instructor-led workshop
- Highly interactive, four-week, moderator-guided digital learning

Feedback in the Moment

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. Feedback in the Moment gives your managers the confidence to offer "in the moment" feedback in an appreciative way that inspires people to change. Coaching in the Moment is prerequisite.

Delivery formats:

- One-day, in-person, instructor-led workshop
- One-day or two half-day live, virtual instructor-led workshop
- Highly interactive, four-week, moderator-guided digital learning (2022)

Flexible Delivery Options Available At Scale

Cylient's flexible delivery options enable your organization efficiently deliver Coaching in the Moment and Feedback in the Moment to thousands of employees across your organization, both locally and globally. Combined with reinforcement activities, these services offer a scalable and blended learning approach for large enterprises.

Certification

Prepare your internal employees to deliver Coaching in the Moment, Feedback in the Moment and reinforcement activities with our robust train-the-trainer certification.

Cylient Delivery

The Cylient team can partner with you to deliver some or all of the learning experiences at scale.

Digital Learning

This cohort-based learning experience takes advantage of social learning with embedded discussions, application exercises, offline activities and more. Guided by a moderator, cohorts journey together for four weeks, applying their skills in real-life situations and sharing their observations with others in the cohort. **[Learn more about the digital learning experience here.](#)**

Energize Learning Through Reinforcement

Daily Challenge Email Series

Daily emails with 5- to 15-minute challenges strengthen skills with 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 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 experience

Champions

Train any graduate of Coaching in the Moment in your organization to be a Champion who can offer "in the moment" coaching support and deliver reinforcement activities, free of charge

Let's Get Started

We take a coaching approach to helping our clients create a vibrant Safe and Seen coaching culture. Our dynamic process adapts to your organization's needs as they evolve. Start your journey with the options below:

Schedule a 30-Minute Conversation

Schedule a quick conversation with a Cylient team member by [clicking here](#) or emailing info@cylient.com.

Ask About Our Invitation-Only Cohorts

We offer complimentary Coaching in the Moment invitation-only digital learning cohorts multiple times per year. Email info@cylient.com for more information.

Invite Your Colleagues to an Overview

[Schedule an overview](#) of The Cylient System, so you and learning our colleagues can experience the dynamic learning approach for yourselves.

Pilot Coaching in the Moment

Ready to pilot Coaching in the Moment? Offer one learning experience to your organization before implementing at a larger scale. Email info@cylient.com to begin.