



# The Coaching Habit® Learning Journey for Individual Contributors

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## Leadership isn't always tied to a title

Learning Journeys help individual contributors show up with influence and intention—wherever they are.

We've taken the most practical ideas from *The Coaching Habit* and reimagined them as short, focused bursts—spread out over time and embedded into the workday. Participants practice in real conversations, reflect in real moments, and build habits that help them show up differently at every level.



**It's not training on top of the job.  
It's a better way to do the job.**

And it's built for organizations that understand the impact individual contributors have—on culture, collaboration, and results. It's for teams that want to grow communication, confidence, and accountability at every level by investing in the skills that help people lead themselves, work better with others, and take ownership of their impact.

# Why Learning Journeys?

Because individual contributors are already leading—in conversations, in collaboration, and in how they show up. They're managing expectations, juggling competing priorities, and building influence without formal authority.

The Learning Journey builds the foundational skills they need to do it well:

- **Communicating with clarity and empathy**
- **Asking better questions to spark better ideas**
- **Giving and receiving feedback**
- **Managing up, across, and with more intentionally**

Building confidence to take the lead—and readiness to step into more

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## What Makes It Stick



### **Builds Habits, Not Just Knowledge**

Short, spaced learning helps people try, reflect, and repeat—so it becomes part of how they work.



### **Focused on Collaboration, Not Just Content**

Change shows up in conversations, decision-making, and how teams engage.



### **Flexible by Design**

Easy to integrate, adapt, and roll out—without added complexity.



### **Built to Fit the Workday**

Designed for minimal disruption and maximum relevance. Learning happens inside the job, not outside of it.

## Who It's For

This is for organizations investing in the people who make the work work.

You've got high-performing teams. And you know that developing coach-like skills early helps people lead better, communicate better, and prepare for more—without waiting for a title change.

You're likely:

- Looking to develop future leaders before they're promoted
- Supporting cross-functional teams to collaborate more effectively
- Equipping people to manage up, manage across, and show up with confidence
- Committed to building a stronger, more curious culture

Because coaching isn't just for managers. It's for anyone who works with people.

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## Ready to grow capability from the ground up?

Let's talk about how *The Coaching Habit* Learning Journeys can help your individual contributors become the kind of teammates—and future leaders—your business needs.



[hello@boxofcrayons.com](mailto:hello@boxofcrayons.com)



[boxofcrayons.com](https://boxofcrayons.com)