



Coaching for Managers

Leaders can have a powerful influence on their teams and the organisation as a whole when they adopt a coaching style of management. However, it demands the highest qualities of that leader: empathy, integrity and detachment, as well as a willingness, in most cases, to adopt this fundamentally different approach to their team.

They may even have to cope with initial resistance from some of their team, suspicious of any departure from traditional management. This course addresses the skills necessary to adopt a coaching style of management for sustainable performance development.

Expected Accomplishments

- Develop key skills and techniques which will enable coaching others with confidence and credibility
- Use of a coaching style to
 - Have a more committed team
 - Better team performance
 - Have committed relationships
 - Better team engagement
 - Better ideas
 - Better information

Course Outline

- Coaching Styles
- Perception – how the world is seen so differently and why this is important
- Self esteem and limiting beliefs
- Raising awareness of someone's own thinking
- Coaching models and their use
- Practical coaching in the management role
- Developing desired outcomes
- Getting commitment
- Giving Feedback
- Gaining commitment
- Practical coaching skill
- The performance based coaching style of management

Who can benefit

Managers, supervisors and team leaders

Related Training

- Change Management & How to lead Change
- Leadership for Success





- Six Thinking Hats
- Action Centered Leadership – Accredited by John Adair

Duration

3 days

Mode

Consultant led classes including presentations, group discussions, individual exercises and case studies

Prerequisites

Good communication skills

Course Code: MGT-272

