

Coaching and the Leaders



Number of Program Days: 2

Leaders need to understand the coaching process to get the best out of their team. Teams are made up of individuals. It is largely not how the team performs but how the individual responds to the leader. Coaching gives leaders a unique tool to develop the best results from individuals in their team. Understanding how to coach is a pre-requisite for Leadership. The process of coaching, while complex, is easily learnt. The Program provides leaders with a coaching process and the coaching contract that can be used with their managers. The program further gives leaders tools to take back to their workplace and to engage their managers in coaching their teams.

Learning Outcomes

To provide leaders the understanding of the coaching process and how they can work with their managers in rolling out a coaching program for their organization. The program covers Why coach? When to coach? and how to be an effective coach. It provides tools to identify and deal with gaps in people's performance and how to improve on existing performance.

By the end of this program delegates will be able to:

- Lead a coaching program in their organization
- Carry out a coaching conversation
- Demonstrate how to apply coaching to improve results
- Understand the psychological model used to define the emotions we go through when change is accepted or imposed.
- Knowing how to set clear performance requirements, linking these to the job description and competencies required
- Design a coaching program and structure that can be used in the workplace for performance appraisal.

"I now understand the coaching process and how to communicate this process to the rest of my team. I am further able to help my managers understand coaching and engage in coaching with their people."

*CEO
Manufacturing*

Program content includes

- The principles for coaching
- Models for coaching and change.
- How to deliver an effective coaching conversation.
- How to motivate their managers to engage in coaching will stop
- The difference between coaching counseling and mentoring
- How to link values to motivation
- Skills practice sessions and scenarios

How the program works

Delegates are taken through the process of developing a coaching program in their organizations. A SWOT analysis is done of the effects of coaching or not coaching. The principles of good coaching are fully explored together with the techniques used for effective coaching.

Discussion will also be centred on the change process and how change affects us all. The program will show participants how to uncover the values of individuals in their team and how to link any change required to these values. The role of the leader in the coaching process will be explored and participants will leave with a clear understanding between the role of the coach, the manager, the leader, and the mentor.

There are several opportunities for delegates to observe scenarios and practice the skills they will have obtained during this program. Videos can be used to enhance the learning experience.

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