

Management by Coaching

Training Description

This course focuses on the changes in organisations today which lead to the need to change to a coaching culture. It will show that coaching not only improves performance potential of employees but also improves their self-awareness and increases ownership and responsibility.

The Course Suits

Anyone in a leadership, management or supervisory role who would like to change their style to adapt to the new coaching culture.

Training Benefits

- Knowledge of coaching tools and techniques that aid the coaching process
- To be able to identify opportunities to maximise performance potential through successful coaching interventions
- An understanding of the reasons why some organisations are changing to meet the individuals' need to take ownership for their development and increased responsibility
- To be able to adapt your own management style to use coaching as a natural process

Course Timetable

09:30 - 10:00 Coffee & Course Objectives

10:00 - 11:30 Positioning

(Why coaching? Situational leadership, coaching as a preferred style of leadership, knowledge retention, coaching qualities)

11:30 - 12:30 GROW Model

(Understanding the four elements of this coaching tool.)

12:30 - 13:30 Lunch break

13:30 - 15:00 Key Coaching Skills

(The 3 important elements - listening, questioning & feedback)

15:00 - 15:15 Tea

15.15 - 15:45 Scales

(How to use a 'scale' as a coaching tool)

15:45 - 16:30 Coaching Practice Sessions

16:30 - 16:45 Summary & Action Plans Agreed