

# Coaching Skills for Managers

## Who is it for?

This two-day course is aimed at line and middle managers who wish to learn best-practice in coaching, and use a range of in-depth coaching techniques to get the best from their staff.

## What is it about?

A common dilemma of managers is that they can usually only achieve their own objectives by relying on those who work for them. This course will demonstrate how coaching is an immensely valuable tool for ensuring the individuals in your team both meet and exceed the goals you set for them.

## Course Overview

- New principles of coaching
- Personality and learning styles, and how to adapt yours
- Manager as Coach
- Setting team and individual goals and creating action plans
- Handling difficult situations
- Giving difficult and negative feedback effectively
- Using non-verbal communication to enhance your coaching style
- An overview of neuro-linguistic programming (NLP)
- Different motivational techniques
- Focussing your people on departmental and organisational strategies
- Liaising effectively with HR on people development issues
- Creating an environment for change
- Coaching in the context of other performance development techniques

## What do I get out of it?

- Improved team performance and the ability to obtain better results through people
- Increased motivation throughout your team and a more harmonious working environment
- The ability to unearth the obstacles that stand in the way of individual and team success, and overcome them
- A demonstrable post-coaching ROI (return on investment)

## Learning Bite

“93% of respondents said coaching had brought interpersonal skills - Quicken Consultancy