

THE LEADER AS COACH

The Need:

The key to successful leadership development lies in the leader's ability to build authentic, productive relationships. As leaders grow, increasingly what is achieved is done with and through others. Inter-personal skills are required to get results, which means managing performance, giving feedback, dealing with conflict, etc. The challenge lies in balancing external factors – strategies, priorities, results – with an understanding of internal factors – values, purpose, self-awareness.

Coaching is leading. Once leaders have the tools, they will discover it is the most powerful form of leadership they can practice. Coaching is an essential skill that can immensely benefit both the leader and the organisation. The most effective leaders use coaching skills to positively impact performance, which in turn enhances organisational culture and impacts the bottom-line.

The Objective:

The Program is designed to provide the leaders the knowledge and guidance of how and when to coach (and when to use other tools like mentoring) to improve morale, provoke thought, retain key people, manage performance, provide better customer service, and experience higher productivity.

Program Duration:

2 days (16 hours)

Program Content:

The Program helps leaders integrate elements of coaching into their leadership style. It focuses on drawing out solutions, partnering and developing people by using directive and supportive behaviors to drive results. The content covers:

- * Coaching definition and origins
- * Introduction to coaching models
- * Difference between coaching and mentoring
- * Coach and Coachee roles
- * Active Listening and Powerful Questioning
- * Dealing with Conflict

Program Outcomes (What You Will Gain):

- * Align and empower teams to perform better
- * Identify and use appropriate models of coaching
- * Create a culture that fosters growth and encourages honest feedback, building trust.
- * Delegate and develop others – coaching for high performance
- * Increased confidence in own and team's capabilities

Who Should Attend:

Leaders and Managers who want to use a 'coaching approach' to raise morale, help team members improve commitment, and increase productivity. ★



When we are no longer able to change
a situation, we are challenged to change
ourselves~ Viktor E Frankl