

Manager as a Coach

**Developing talent is not optional.
It is a business **NECESSITY!****

Coaches do not develop people, they equip people with the tools, knowledge and opportunities to develop themselves and become more effective. Moreover, **Coaching** doesn't need to take a great deal of time.

If managers invest five per cent of their energy and focus on coaching your people, you will yield healthy returns.

This interactive workshop is designed to help managers boost their effectiveness as leaders, and drive team success by inspiring and developing their people through coaching.

At the ending this workshop will provide participants with a comprehensive understanding of coaching, its application and benefits in the workplace

Topics:

During the Coaching workshop, participants learn critical coaching competencies that are immediately applicable and will help them do the following:

- Maximize team-member performance by facilitating improvements, development, and change.
- Coach average performers in the performance curve on opportunities for improvement.
- Motivate others to actively seek out opportunities to grow and contribute more to the organization.
- Resolve differences, handle team-member resistance or obstacles and confront excuses.
- Enroll people in accepting and taking ownership for organizational change.
- Conduct developmental and non-performance-related coaching sessions.
- Build positive and supportive relationships by communicating with team members, which will enhance employee engagement.
- Coach in formal situations as well as during informal, on-the-spot opportunities.
- Obtain better results from coaching efforts while being less controlling and authoritative.

Methodology:

- Case studies and real-world situations that are tailored to each client's unique coaching challenges.
- Self-inquiry activities that allow participants to examine their coaching abilities and identify individual strengths and opportunities for improvement.
- A coaching process that helps leaders reach peak performance with their coaching competencies and contribute to building a coaching culture across the organization.
- Opportunities to practice and apply the skills.
- Application and sustainability tools that give participants a consistent coaching framework and a shared understanding of the coaching process and its goals.



Duration:

2 days