

Effective Leadership through Coaching | 3 Days

The most successful leaders recognize that their success depends upon the success of those they lead. Enabling others to grow and fulfil their potential by coaching them to discover and apply their talents and strengths is a core competency of effective leadership. Whether supporting employees to optimize their contribution, or enabling them to further their career aspirations, your coaching will have a positive impact and will foster an environment of growth and success.

WHO SHOULD ATTEND:

Anyone managing the performance of others, including executives, managers, supervisors and team leaders.

JOB ROLES:

Personal Development
Leader of Teams/Projects
Leader of Managers/Departments

OBJECTIVES:

- Develop a positive partnership that supports employee growth
- Provide effective coaching and feedback within a relationship of mutual trust
- Agree upon appropriate performance goals using the SMART technique
- Clarify the current state or reality of your employees' situation
- Create options for your employee and develop them into a plan
- Motivate and support your employee to achieve his/her goals
- Recognize and remove any obstacles to employee success

COURSE OUTLINE:

The Leader as Coach

Harnessing the Power of Coaching
Recognizing Talent and Potential
Identifying Values and Beliefs

The GROW Model

Structuring the Coaching Process
Applying GROW

Agreeing on the Development Goals

Providing Direction and Purpose
Identifying Appropriate Goals

Clarifying the Current Reality

Framing the Reality
Generating Self-Awareness
Overcoming Obstacles and Resistance
Exploring the Past

Discussing Options

Generating Options
Choosing an Approach
Structuring a Plan

Finalizing the Plan

Confirming the Will
Selecting the First Step
Motivating the Employee

The Importance of Trust

Avoiding Negatives in Coaching
Enhancing Trust Relationships

Giving Constructive Feedback

Structuring Feedback
Encouraging Growth and Development

Overcoming Roadblocks

Uncovering Common Roadblocks
Realigning or Re-evaluating Goals

Transitioning to the Next Stage

Taking an Inventory
Testing Readiness to Transition

We Ensure Personal & Professional Growth Through:



TOPIC-SPECIFIC, REINFORCEMENT MATERIALS TO ENRICH YOUR JOURNEY

eBooks, On-Demand Courses, Quick Videos,
Personal & Team Assessments, Tools & Templates.