

# LEADER AS A COACH

## OVERVIEW

## SESSION HIGHLIGHTS

## EXPECTED OUTCOMES

## PROGRAM OUTLINE

### 1 OVERVIEW

This 2-day program is aimed at leaders responsible for teams, who would like to have great coaching conversations with people in their teams. Coaching helps engage with team members, build accountability and ultimately improve individual and team work performance.

The program builds the capability, to have impactful and valuable coaching conversations at all levels, enabling participants to add coaching, to their leadership skill set.

### 2 SESSION HIGHLIGHTS

- Practicums - addressing 'real life' coaching situations and challenges, that prepare you for those same situations back at work
- Using world class coaching models, techniques and tools to handle a range of coaching situations

### 3 EXPECTED OUTCOMES

- Knowing when to coach and when to use, other performance management techniques
- Participants will be able to have,
  - effective coaching conversations & make them part of how they lead on a daily basis

### 4 THE PROGRAM

The program is tailored around your company values and ways of working. It includes:



- ❖ The engagement continuum – when to coach & when to use other engagement or performance management techniques



- ❖ Using the coaching models - GROW, GEARS etc. Tailored to your organizational coaching model



- ❖ Use coaching effectively to engage in challenging conversations, to overcome performance issues or differences of opinion



- ❖ Programs are run by certified ICF coaches with a minimum of 10 years coaching experience