

COACHING SKILLS FOR MANAGERS

“Coaching is unlocking a person’s potential to maximise their own performance. It is helping them to learn rather than teaching them. Asking rather than telling.” (John Whitmore)

Duration: Half Day (including breaks)

Participants: 15-20 max

Course Context

A Coaching managerial style is increasingly being recognised as highly beneficial within organisations. As long as managers spoon-feed their employees, instructing them in what to do and how to do it and giving them the answers to their problems, they never grow and the managers can never move on.

Coaching is about listening, it’s about asking open questions and it’s about encouraging people to come up with their own ideas and solutions. “This is what we need to do. How do you think you might go about it?” It puts the onus back on the employee, it tells them that we think they can add value, it says we want to hear what you have to say, it suggests trust in their ability and instils confidence in them. As a result the employee grows in stature, confidence and competence; they are motivated and capable of taking on much more, freeing up valuable time for the manager to add value at a higher level.

Course Overview

Coaching skills for managers is a half day programme that will inspire, motivate and empower managers to adopt a coaching style with their employees at every possible opportunity. It is highly experiential giving delegates plenty of opportunity to practice the skills required and gain confidence in how to coach on the job (i.e. in 30 seconds) as well as how to run a more formal coaching session.

Course Benefits

By the end of Coaching Skills For Managers, you will be able to:-

- Recognise the enormous benefits of adopting a coaching style
- Understand what it takes to make a great coach and how hugely motivational it can be
- Create the perfect physical and mental space for coaching
- Truly listen to your coachee (the greatest compliment you can pay anyone)
- Ask laser questions that will unlock your coachee’s own solutions to problems
- Effectively use a classic coaching model (ROAR) as a framework for coaching sessions
- Use these newly acquired skills to fast-track your people, creating time and space for you to add value at a higher level in the organisation