

Coaching

The power of the leader ("do as I say") used to be enough to gain the cooperation of employees and to achieve the company goals. Company goals are now so challenging that simply 'cooperative' employees is often not enough. Companies need them independently motivated and succeeding with ambitious challenges.

This means working 'below the surface' - influencing not only what people do, but also how they think.

This workshop offers a framework for thinking about and practising a style of leadership that works behind the delegation of work, and moulds the person into an independent and self-reliant achiever.



Content

The best way to learn how to be a coach is to be coached.

A theoretical base to coaching outlining the roles of coach and the learner, and why we would use coaching to achieve results.

We review three types of coaching and the challenges they address.

This workshop provides opportunity to learn through workshop, as well as being coached in the weeks following the workshop to receive their own on the job feedback.

Workshop results

Be a leader to anyone

Employees appreciate the practical feedback that you offer, and improve their performance

Manage difficult discussions effectively

Your coaching style allows to you work with a wide variety of personal and corporate issues

Keep your emotions in check - for example, control anger and fear

Manage the emotions of others by building constructive long term relationships

Perform at your best, even when under pressure

Who will benefit from this workshop

New supervisors and team leaders, or experienced (self-taught) managers with little or no management training experience. Any manager hoping to improve their leadership of others on a one-to one basis.

Workshop length

This learning intervention is conducted in two forms: 2-day coaching workshop and two 1-to-1 coaching sessions with each participant in the following two weeks. Following the workshop, each participant will receive two coaching appointments to assist their follow through on their own coaching objectives in relation to their team or personal challenges.

Testimonial

"Tony has been an enthusiastic trainer. He is knowledgeable and experienced and was able to tailor small aspects of the course material to make it more relevant to the individuals on the course."

Perth - 2007



Moments of truth*

When an employee:

- has technical skills, but limited interpersonal skills
- experiences doubt and helplessness about difficult objectives to achieve
- is consistently negative towards work or colleagues
- has a lifestyle that undermines their work effectiveness (work / life balance)
- is unaware of their shortcomings

When two colleagues cannot work together effectively

When a manager:

- feels they lack the assertiveness to confront difficult issues
- feels time pressured and needs assistance to organise themselves.

* Situations and events in business in which specific knowledge and skills will make the difference between success or failure.