

Coaching Skills for Managers

This Master Class is designed for managers, executives, team leaders and anybody wishing to create a supportive environment and coach their team more effectively.

Delegates explore their own management and leadership style and identify areas for development. They will learn a range of key skills essential for getting the very best out of people in today's business environment.

Coaching is one of the most effective methods of enhancing performance. It involves deliberate and specific activities that are designed to help people develop their skills by learning on the job. A good coach leads highly productive teams who are keen to learn new skills and as a result significantly increase the cost effectiveness and efficiency of their department and organisation.

This Coaching Skills Master Class provides guidance on the planning and delivery of coaching and its application and effectiveness within a variety of workplace environments. Delegates will benefit from practice and feedback that is geared to develop skills and build confidence in a supportive environment.



Master Class Objectives

- To develop a coaching style which meets individual and business needs
- To determine barriers to learning and how to overcome them
- To give effective feedback in a way that encourages positive change
- To understand the differences between a manager and a coach
- To recognise the power of coaching as a motivational technique
- To establish an action plan for positive change

Delegates will learn

- The managers' role as a coach – Reviewing our role
- The definition of a coach
- The qualities of an effective coach
- How to identify individual learning styles
- The differences in coaching and leadership styles
- How to identify and deal with barriers to learning
- How to structure the coaching session
- How to set goals and objectives
- How to apply different coaching models
- How to give feedback – positive or negative
- How to conduct effective performance reviews
- How to develop a coaching plan that work