

Coaching Skills for Leaders

Motivating Your Team from the Inside Out

Managers who use coaching skills produce better results. Companies that have fostered a coaching culture report significantly reduced staff turnover, increased productivity, greater happiness and satisfaction at work. This experiential program teaches fundamental coaching and communication skills as a means for eliciting powerful conversations for action and learning.

Format

This program includes a foundational workshop held over four half-days with a follow-up group coaching clinic and individual coaching session to further integrate the learning.

The program is experiential in nature involving group exchange, role-play, and live coaching practice around real work cases. Field work practices are assigned between sessions to make the learning immediate and sustainable. Real case studies will be examined in the sessions.

Objectives

By the end of this workshop, participants will be able to:

- Recognize and seize daily coaching opportunities
- Define different types of coaching conversations and how to structure them
- Ensure that coaching starts to take place
- Build participants' core coaching skills
- Gain a better understanding of their own leadership styles and explore more effective ways of thinking and leading

Topics include:

- Focusing on solutions, not problems
- Inspiring people to achieve their best
- Opening up communication channels
- The power of open-ended questions
- Delivering results with less effort
- Ways to reduce conflict for individuals and teams