

The Leader as a Coach

Background

A program for up to 12 leaders designed to improve their understanding of:

- How and when to use coaching in the workplace;
- The framework for when coaching is being used and developing this;
- How to use the GROW model for developing a coaching conversation;
- What the possible outcomes of coaching will be and delivering against them;
- The challenges of coaching in the workplace.

One day program includes:

- Introduction to Coaching
- Defining the purpose of coaching
- Applying a structured approach to our conversations
- Understanding and applying the GROW Model
- Questioning to initiate change
- Developing attentive listening
- At least three opportunities to practice the coach in facilitated break-out sessions.

GROW Model

Easy to pick up and deliver straight away



Program Outcomes

- Understand the benefits of coaching to individual, team and organisation.
- Know when to use a coaching conversation
- Understand the purpose of coaching and how it relates to work.
- Help leaders take responsibility for their Roles and Responsibilities.
- Understand how coaching skills enhance a team's ability to develop, progress and improve.
- Learn, through practise, effective coaching tools and techniques.
- Create an environment where effective conversations occur regularly.
- Build confidence in coaching others.