

Coaching as Managers

Using coaching as a management tool

Having the basics for coaching is excellent. However many managers are looking for more.

How do you get the most out of the one to one time you spend with your employees.

How do you maximise a coaching approach in every interaction that you have with the people around.

This workshop is designed for managers who have a good grasp of the basic skills of coaching and are already applying it as a day to day management style.

During the workshop managers will move into the area of delivering the coaching and practical applications of coaching knowledge.

In this workshop we will explore the different ways managers might use coaching in the workplace. We will work through pre-planned coaching scenarios as well as coaching as a natural response to everyday conversations and questions. Managers will get the opportunity to explore current issues within the workplace and how coaching may help.

Topics Covered

Specific topics will include:

- **On or off line discussions**
- **Goal setting techniques**
- **Sharing outcomes and agreements**



- **Motivational techniques**
- **Directive and non-directive approaches – exploring intervention styles**

This workshop is designed for managers who are already using some element of coaching within their day to day management and are looking to enhance that skill and make it more valuable to them and their team. Managers with no knowledge of coaching should take our "introduction to coaching" programme first.

Patrick Lund



Patrick has a strong background in the private, public and third sector and incorporates a range of coaching and psychological approaches to enable individuals to maximise their performance and utilise their full potential.

He has worked in education, community development and management consultancy, and has a unique blend of styles for developing people with integrated approaches to personal and corporate wellbeing.

Patrick has an underpinning belief that the more an individual learns about their own preferences, aspirations, motivations and areas for development, the greater their performance will be. From individual and team analysis, through to leadership development, he is skilled in the use of such interventions to provide measurable results.

Patrick is a qualified counsellor and trained in the use of solution focused models, skilled helper approaches and transactional analysis.

Qualifications

- Certificate and graduate diploma in counseling
- TA foundation certificate in psychotherapy
- Diplomas in both life and performance coaching
- NLP practitioner