

## Coaching Programmes for Junior Managers

### Drop-in Coaching Service

All managers go through periods of uncertainty, doubt and lack of confidence, it is a part of the job. This is particularly true with junior managers whose lack of experience leads them to question their management style regularly.

It would be great to be able to offer your managers the opportunity to have someone to talk to about their issues at the time when it happens, rather than let it go unanswered. This drop-in coaching service is designed to support this requirement.

If your organisation has sites with a larger population of junior managers, then the coaching drop-in service is perfect for them to develop and strengthen their confidence as managers. The purpose of the service is to ensure that the unanswered questions are answered and the manager can move on to their next development issue, rather than get stuck on one.

The drop-in coaching service provides a regular highly qualified and accredited coach in your office for managers needing any of the following issues

- Performance improvement
- Greater confidence
- Leadership/Management skills
- Answering key questions
- Management relationships
- Values, culture and behaviour alignment

The coach attends the office on a regular basis, daily, weekly or monthly. They are then available in hourly or two hourly slots for people to book onto, or too attend team meetings or provide team coaching sessions.

The performance specialist provides coaching and mentoring support to the employees helping them understand their barriers to growth and effectiveness. Used in the team role the performance specialist can feed back in the effectiveness of team meetings and make improvements and also utilise a team coaching approach to help the team perform together more effectively by understanding each other.

This performance clinic leads to high performance individuals working within high performance teams.

#### Who's it for

This programme is for

- Organisation with large offices and populations of managers and teams.
- Organisations looking to providing high quality development for all their managers.

**How does it work**

