

Coaching Leadership Course

Empower your teams to unleash innovation by getting the edge in your role of people manager or team leader. Coaching Leadership course will provide you the knowledge and tools to develop specialised coaching skills.

Why Coaching Leadership?

The traditional “command and control” style of management is no longer effective in today’s environment, which requires rapid response, creativity, resilience, and individual performance in order to remain competitive. Failing to address the above point leads to the following common problem areas:

Lack of engagement: low productivity, communication breakdown, working in silos

Poor collaboration: obstacle for knowledge sharing, higher operational costs.

Resource turnover: leadership unable to lead with clarity. Source for general of stress for employees

What are the benefit of a Coaching style leadership?

Transformation happens when people find internal solutions by developing a new perspective and mind set. The result is a far-reaching change that goes beyond just the immediate problem to increase the capacity and skills of the individuals/groups with the following benefits for the team and the organisation:

Tight Collaboration across cultures and regions

Positive thinking and moving forward culture

Values alignment between employees and leadership

Employees fulfilment in performing their role, resulting in higher retention.

Higher productivity by removing inefficiencies in communication



Which are the Coaching skills?

The following core coaching techniques will be included in the course:

Acknowledgment / Championing : appreciate the individual's qualities and celebrating successes

Bottom-Lining: convey the essence of the story

Challenging: encourage individuals to go beyond limiting self-beliefs and testing big assumptions

Holding the Focus: keep the attention to the agreed objectives

Meta View: see the bigger picture

Powerful Questions: inviting to clarity, action and discovery a whole new level.

Reframing: providing different perspectives

Forward Action: moving forward with accountability supported by 'trackable' action plans proposed and agreed by the client.

Course Objectives:

Map and assess your own values and professional strengths

Understand each coaching skill and how it can be implemented in your own professional environment

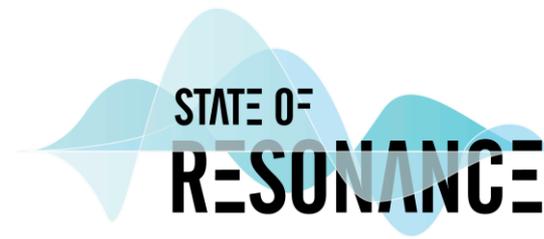
Build an appropriate plan of action to develop your new coaching skills

Length:

4 Sessions of 60 minutes each.

Audience:

The level of knowledge will be tailored to accommodate to your professional experience and personal targets. Available to both Individuals and Groups up to 8 people



What to expect:

High pace, the course agenda is ambitious

Sessions are run with a core coaching approach:

Empowering with Self Awareness rather than heavy teaching

Creative, reflective and engaging style

There is no right or wrong, your style matters

Assignments will be given in between sessions, expect to dedicate few hours a week

All homework is tracked using Google classroom

Certificate of attendance and homework completion is provided

Fun! Yes, learning with a good laugh and sense of humour makes it enjoyable and more imaginative