

COACHING SKILLS FOR MANAGERS

BRINGING OUT THE BEST IN YOUR STAFF THROUGH EFFECTIVE
COACHING

Synopsis

In our increasingly fast-paced, globally connected world, coaching skills are important to everyone in an organisation.

As managers we need to be able to get the best out of everyone we work with using effective coaching skills, not just our direct reports.

Coaching is an effective way to improve performance and productivity, and also build relationships and more impactful collaborations across the organisation.

Improving coaching skills can have a direct positive impact on employee engagement and retention.

Benefits of Programme

- Understand what coaching is and the benefits to both parties
- Develop the skills for impactful coaching
- Understand your own coaching strengths & development areas
- Help your coachees identify where and how to develop
- Understand the GROW framework and how to apply it
- Develop your own Coaching Action Plan

Who Should Attend

Leaders, Managers, Supervisors.

PROGRAMME OUTLINE

Challenges in Coaching

Explore challenges in coaching.

Identify Characteristics of a Great Coach

What makes a great coach?

Coaching Skills Self-Assessment

Are coaching skills natural or can they be developed? What are their strengths as a coach. Where and how can they develop their skills?

Choosing who to coach & discovering what they need to develop

Explore how to choose who to coach first, as well as how to work with the coachee on their strengths & development needs.

Communication skills - Active Listening

Explore why it's necessary to be aware that we all have different perspectives, and to be aware of what drives both our behaviour and how we interpret others behaviour. Looking at the most effective questioning skills when coaching.

Giving Effective Feedback

Learn the skills needed to give & receive feedback effectively, and practice delivering feedback using these skills.

GROW Coaching model

As a framework for deeper coaching interventions with their direct reports, they explore the GROW model.

Case Studies

A group activity to explore some real life situations they may encounter when coaching, and together look at ways to approach these.

Your Coaching Action Plan

Put together an action plan for building coaching into their role.

For more information, please contact:

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