

## Coaching for Managers

**Duration:** 2 Days

**Participants:** 8 -12

**Who should attend:** anyone who is responsible for the work, performance and development of others.

**Aim:** To development managers' skills in coaching and developing others, encouraging links to organisational and individual performance.

### Objectives:

By the end of the programme participants will be able to:

- > Describe the links between development and organisational performance
- > Define what is meant by the term "coaching".
- > Diagnose their own approach to developing others
- > Practice and improve the core skills needed in the effective coaching of others
- > Raise their awareness of the potential development needs of their own staff
- > Implement a coaching process with individuals who have different needs.
- > Plan the transfer of learning back into the workplace

### Key Content

**Self and others diagnostic:** participants will complete diagnostic questionnaires to determine their current skill level when coaching others; this is also available as a 180° facility

**Live issue:** throughout the programme participants are invited to apply the material to a current situation, in preparation for transfer into the workplace

**Not just training!** Throughout the sessions participants are encouraged to explore how coaching and developing others links to performance, and is not about sending staff on training programmes

**Use of Learning Sets:** participants will work in small groups to explore and practice the key elements of the programme, including their own live issue

*This programme can be tailored to incorporate an organisation's own learning and development processes.*

### Outline format

#### Day One

##### Development and the organisation

- > Linking coaching to the strategy
- > Why develop?
- > What is coaching?

##### Coaching process

- > 6 stage approach
- > Application to live issue

##### Key coaching behaviours (1)

- > Behavioural model
- > Key skills
- > Skills practice

#### Day Two

##### Getting into action

- > How adults learn
- > Personal review
- > Skill/ will approach
- > Ideas for developing others

##### Key coaching behaviours (2)

- > Feedback exercise
- > Application to live issue

##### Coaching in Action

- > Practical exercise
- > Personal review and planning

### Further Information and Bookings

Please contact Denis Mahoney at Business Transformation (Training and Coaching) on 01903 784783 or 07766 333294 or be email at [denis.mahoney@business-transform.co.uk](mailto:denis.mahoney@business-transform.co.uk).