

## COACHING SKILLS FOR MANAGERS

Contemporary managers use coaching skills to bring the best out of others, develop talent, and achieve outstanding performance.

An extensive five-day programme spread over six to eight months explores both the theory and practice of coaching skills for managers embedding learning in their own organisation.

### PREPARATION

- Series of articles on contemporary management styles
- Complete personal EQi and receive feedback

### PROGRAMME CONTENT

- Goleman management styles and the role of coaching
- Develop emotional intelligence
- Theory and practice of coaching
- Two coaching models (including GROW)
- Coaching specific situations (e.g., performance coaching, career coaching)
- Practical experience during each session in coaching pairs

### KEY OUTPUTS

- Coaching placed firmly in the context of contemporary management
- Clear understanding of coaching and its parameters
- Extensive practice and review of real coaching experience
- Develop a range of coaching interventions appropriate to workplace
- Set and achieve coaching objectives

### ORGANISATIONAL VALUE

- Introduce and embed a coaching culture as a preferred management/leadership style
- Develop the emotional intelligence of key managers to increase their ability to engage others and inspire others to create a strong performance culture

### PERSONAL VALUE

- Deep understanding and practical application of coaching skills as a manager
- Raised awareness and utilisation of emotional intelligence in your leadership role