Coaching Skills for Managers

AN IMPELLUS LEADERSHIP AND MANAGEMENT COURSE

impellus

This programme examines when and how to use coaching as a powerful management and leadership tool to engage people at a high level. It also uncovers the psychology behind why coaching is such an immensely valuable skill for understanding and motivating the individuals in a team to help them meet and exceed the goals they're set. It provides key techniques for setting up and carrying out effective coaching for all personality types.

For all dates and venues, see here or call **0800 619 1230**

This course can be taken individually or as part of an Impellus Certificate of Learning in Senior Management and Leadership at Level 4.

9:30 – 10:00	Welcome, overview and introduction to the programme
10:00 – 11:15 *Defining coaching and its impact*	• Understanding different methods of personnel development and where coaching fits. • Exploring the characteristics and behaviour of a successful coach. • Working through the essentials of a coaching cycle. • Considering how to prepare for a successful coaching conversation. • Identifying the barriers to effective coaching. *The opening session of the day will help delegates to understand when coaching is the best route to success, what makes a coaching conversation successful and how coaching can improve organisations. Delegates then rank themselves on their personal attributes to run an effective workplace coaching session and understand the role of a coach. They are then introduced to a classic coaching cycle and concentrate on the preparation stage before identifying the barriers in their working environment that may get in the way of success.*
11:15 – 11:30	Break
11:30 – 13:00 *How to get the best from coaching*	• Adapting your approach to suit the coachee. • Understanding how increased self-awareness can improve coaching success. • Using the GROW model to experience how coaching can encourage motivation and drive. *During this session delegates consider the contracting, awareness, and responsibility stages of the coaching cycle. They will use a tool that helps them to tune in to the coachee's way of thinking and enhance the coaching session. The morning ends with all delegates using a recognised coaching structure in a practice session.*
13:00 – 14:00	Lunch
14:00 – 15:15 *Building the key skills for coaching success*	• Understanding how coaching can break subconscious negative cycles and limiting beliefs. • Exploring powerful questioning techniques to turn coaching into a natural and meaningful conversation. • Understanding the importance that rapport and active listening plays in a successful coaching session. *In this session delegates explore questioning techniques that can help their coachee unlock possibilities, create options, and dispel limiting beliefs before applying rapport-building listening skills to improve buy-in and persuasion.*
15:15 – 15:30	Break
15:30 – 16:30 *Putting it all into practice*	• Enhancing coaching skills through further practice and feedback. • Understanding the importance of creating a meaningful coaching action plan. • Bringing it all together and action planning. *The final session of the day offers delegates the opportunity to practise their coaching once more - this time using the additional questioning techniques explored in the previous session. Once this has been completed the delegates will draw up their own coaching and personal action plan.*

All Impellus courses are designed to be enjoyable and highly informative. Delegates are given a welcoming and comfortable environment in which to reflect, challenge and learn. The focus is on being able to bring new skills and thinking back into the workplace.