

## Effective Leadership through Coaching

### Overview

---

The most successful leaders recognize that their success depends upon the success of those they lead. Enabling others to grow and fulfil their potential by coaching them to discover and apply their talents and strengths is a core competency of leadership

### Target Audience

---

Anyone managing the performance of others, including executives, managers, supervisors and team leaders

### Course Objectives

---

After completing this course, students will know how to:

- Develop a positive partnership that supports employee growth
- Provide effective coaching and feedback within a relationship of mutual trust
- Agree appropriate performance goals using the SMART technique
- Clarify the current state or reality of your employees' situation
- Create options for your employee and develop them into a plan
- Motivate and support your employee to achieve their goals
- Recognize and remove any obstacles to employee success

### Course Outline

---

#### 1 - The Leader as Coach

Harnessing the Power of Coaching  
Recognizing Talent and Potential  
Identifying Values and Beliefs

#### 2 - The GROW Model

Structuring the Coaching Process  
Applying GROW

#### 3 - Agreeing on the Development Goals

Providing Direction and Purpose  
Identifying Appropriate Goals

#### **4 - Clarifying the Current Reality**

Framing the Reality  
Generating Self-Awareness  
Overcoming Obstacles and Resistance  
Exploring the Past

#### **5 - Discussing Options**

Generating Options  
Choosing an Approach  
Structuring a Plan

#### **6 - Finalizing the Plan**

Confirming the Will  
Selecting the First Step  
Motivating the Employee

#### **7 - The Importance of Trust**

Avoiding Negatives in Coaching  
Enhancing Trust Relationships

#### **8 - Giving Constructive Feedback**

Structuring Feedback

---