

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
