

Coaching for Managers Programme

Everybody coaches. Some just do not realise when they are doing it and that they could dramatically improve the results they get from their efforts. This programme will show participants what coaching is, what it is not, when to use it as well as providing some guidance on the principles of effective coaching.

There is no better way to be introduced to the principles and practices of low-direction coaching than to practice it. Our coaching for managers programme is heavily populated with practice. We also ask participants to bring along one or two real-life issues that they are currently experiencing for their fellow participants to practice their coaching skills in a safe environment and with feedback from their fellow participants and from an experienced coach.

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

- 🌈 Understand the role coaching plays in people development
- 🌈 Understand the significant difference between feedback and coaching
- 🌈 Know when & how to use feedback (to remove coachee blind spots) during a coaching session
- 🌈 Coach in a non-judgemental, confident way
- 🌈 Use coaching methods in a variety of circumstances
- 🌈 Coach for task related development and maintaining or increasing overall performance

Recommended programme structure

The coaching programme has a simple but effective structure as follows:



Foundation learning

Participants will be asked to identify one or two real-life issues that they are currently facing. They are reassured that they will only share their issue with a maximum of three other people: the facilitator, their coach & an independent observer.

Participant will also complete a digitally delivered knowledge pack that contains video, handouts and knowledge checks before they attend the session.

They are also challenged to develop a short-term goal related to developing coaching skills.

Practice Session (2.5 hours)

After a short round of introductions, we follow up immediately with a Q&A session centred on the knowledge pack content. This is designed to provide clarity and fill any knowledge gaps.

We follow with the practice break-out sessions. Ideally, participants are placed into groups of 3; one coach, one coachee & one observer. They then rotate roles until everyone has had a chance to practice their coaching skills and receive feedback.

We then conduct a group coaching session, led by an experienced coach, with the following outcomes:

- 🎯 What did you feel went well?
- 🎯 What do you still need to work on?
- 🎯 What do you feel/think these improved skills will deliver for you?
- 🎯 When will you know you've achieved the goal(s) you set for yourself before the programme began?

Post programme challenges

We recommend that participants try out their enhanced coaching skills within two weeks of the end of the practice session.

The knowledge pack remains available for revision purposes.

We will follow-up within one month which each participant asking them to detail successes and challenges.

