

Coaching as a leader

Aim

Learning skills that will facilitate high-performance and when to use them

What's it all about?

Coaching is one of the main skills that enable leaders to create and develop high-performance trust-based relationships with people both inside and outside their team. This workshop is for anyone who would like to develop or receive feedback on their coaching skills.

Why iOpener?

Our facilitators are trained and experienced executive coaches who can deliver a fast-paced and results-oriented workshop. They take a coaching approach to the workshop which means that the content can be tailored to the needs of the participants on the day. iOpener's coaching facilitators are a highly skilled team who between them have over 75 years of experience.

How?

Participants will need to come prepared to coach and to try out the skills as they learn them. The course is broken down into bite-sized learning chunks which are immediately applied: and it's supported with relevant video clips. Participants can expect to work in threes and in the group as they practice and develop their skills.

Participants?

A maximum of nine participants allows everyone enough time to try out these practical skills in a safe learning environment.

Outcomes:

Participants will:

- Understand what coaching is and its benefits
- Consider when it's appropriate
- Learn and practise coaching skills
- Understand and work with an effective coaching process
- Experience a number of coaching tools

Participants cover:

- Understanding what coaching is and isn't: directive and non-directive approaches
- Recognising the pros and cons of strength/weakness-based coaching
- Using and working with a hands-on and practical coaching model
- Understanding the process from a coachee perspective
- Recognising where a conversation is moving and reflecting that to a coachee
- Listening to the said and unsaid: useful coaching questions
- Develop your coaching tool kit

Target group

Anyone in a leadership role.

Option

Think about adding a one hour post-workshop coaching call so that participants are supported as they deploy their skills.

And think about combining this with a giving feedback session too.

Duration

1 -2 days