

Leading by Coaching

Achievement of results in any organisation is through the individual achievements of its people. Managers need to take an active part in addressing and responding to specific opportunities to improve performance of their employees. This workshop will help participants to develop the skills to support and sustain improved performance by others.

Who will benefit from the course?

Managers, specialist staff and professionals who manage, lead and support others who need to improve and sustain their performance by using coaching skills. It is also aimed at anyone that is about to become involved with a mentoring program within an organisation, be they assigned mentors, management, coordinators or participants (mentees).

Course Content

- ▶ The changing nature of work and leadership in the workplace
- ▶ Establishing the ground rules
- ▶ Establishing a mentoring agreement and managing the mentoring relationship
- ▶ Developing mentoring and coaching skills to support enhanced performance of others
- ▶ Using questioning, listening and feedback in coaching and mentoring sessions
- ▶ Understanding motivators and de-motivators
- ▶ Stages of the coaching process
- ▶ Identifying growth opportunities to help motivate employees
- ▶ Evaluating coaching/mentoring effectiveness and success performance indicators for the program
- ▶ Handling stumbling blocks should things go wrong

Learning Outcomes

- ▶ Operate as a mentor and staff coach with confidence
- ▶ Focus on individual needs
- ▶ Act as a role model
- ▶ Review the process

Duration 2 Days (9a.m. to 4-4.30p.m.)

Investment \$655.00



For more information or for a tailored proposal please contact TP human capital on 4772 3800

