

“THE MANAGER AS COACH” PROGRAMME

The art of coaching – for emotional and financial gain

One of the key attributes of any good leader is the ability to motivate their people to achieve desired targets and to deliver superior results. This can be achieved by better team work, stronger colleague relationships, motivated employees and a high efficiency. These are the benefits that managers can get from using coaching skills in the work place.

The benefits are profound: Understand yourself; understand your staff; deal with issues before they do damage; motivate your colleagues to succeed; and so make money through efficiency and engagement gains.

CAN I DO IT?

Every manager has the qualities to become a coach. They just need to know themselves, know how to listen to and are prepared to act again and again as “psychological detective”, investigating their own reactions to what the coachee is dealing with. The coaching process is an intervention delivered by the manager in such way that the coachee experiences a sustainable change in their behavior, producing a positive impact on their performance

YES YOU CAN!

OUR SOLUTION

“The manager as Coach” training program teaches in a context that says “you have the talent needed to be a coach”. You are taught to reflect on

yourself and observe your own feelings and behaviour. You will become enthusiastic to use your coaching talent and you will be encouraged to develop it for great results.

This program is designed to provide enhanced skills and practical strategies that ensure you to become a capable and confident coach, able to help your staff to achieve superior results. You learn how to be an effective coach by building a trusting relationship with your coachee, by being, available, present and caring, and through skilful questions and suggestions, that are inspiring and rigorous. This way you enable the individual to create their own behavioral change.

LEARNING OBJECTIVES

“The Manager as Coach” program combines the learning of coaching skills and talent transformation. All participants will be able to:

- Build a coaching relationship with a broad range of people;
- Ask incisive and thought-provoking questions;
- Communicate effectively, from different perspectives and with different thinking styles;
- Give direct feedback and create the motivation for change;
- Use linguistic “reframes” that change behavior;
- Identify theirs and others talent

THE TRAINING STRUCTURE

“The Manager as Coach” Program is unique because it offers a powerful combination:

1) a personal induction, to target specific individual objectives, 2) a two-day workshop, designed to be entertaining as well as informative, 3) personal coaching by the trainer/coach. 4) an action learning workshop. This recipe is proved to make the training sustainable.

During the program, we use different didactic forms. Theory is altered with individual and group activities. We facilitate in an entertaining, simple and effective way by using metaphors and situations of all day to help people to reinforce the new work habits and systems and minimize the tendency to regress.

When needed, the programme can be extended for example with extra coaching.

THE CONTENT OF THE TRAINING

The final content of the workshop is tailored upon the personal intakes and objectives of the organisation. Some topics might be more in depth discussed and practiced than others. Hereby an overview of the topics discussed:

Self Awareness

- What are your strengths and weaknesses?
- How to use your own experience in coaching?

Communication

- What is coaching really?
- Why is coaching important?
- How does coaching work?
- An overview of human thinking

- How to build rapport?
- Language and coaching
- How to remove resistance and gain agreement?

Relationship model

- Different Attitudes
- How to challenge and modify attitudes?
- Hierarchy of ideas
- Circle of excellence
- Goal model

NOMINEES

“The manager as Coach” program is suitable for managers from government and private sector wanting to enhance their leadership effectiveness.

This training is organised by:



Mastering the art of work

For more information call: +65 6400 7091 or send an email to: info@digneconsult.com.sg