

The Manager as Coach

Improved Performance in the Workplace

A compact way of learning comprehensive coaching skills

Convinced about coaching, confused about the best approach?

Workplace coaching is such a well-accepted tool for improving individual and team performance that most organisations no longer need convincing about the benefits. However, the best method of implementation may be open to more debate. We provide a solution which we believe makes the most cost-effective use of management time and energy.

Embrace coaching as a management style!

Adopting and applying this philosophy means that coaching becomes the favourite approach to problems and issues - not just a special skill that sits apart from everyday interactions.

- Conversations with staff are dealt with in a more purposeful way.
- Through the use of questions, employees are encouraged to think for themselves.
- The manager has skills and abilities to help staff see their situation clearly and to use this fresh awareness to make better decisions.

Positive impact for performance and profit

Maximising employee performance in challenging times is a factor in staying ahead of the game. The manager who knows when to switch - from being directive, persuasive or participative - to coaching mode shows trust in the ability of the staff to find a solution and empowers them to take responsibility for the outcome. The result? Learning and self-development are accelerated AND productivity improves.

Designed to be so much more than just a training programme!

Pre-Workshop	Foundation Level	Implementation phase	Follow-Up	Reinforcement
Leadership questionnaire and self-scoring + 1h individual telephone coaching	<u>2 Day Workshop</u> Coaching fundamentals The GROW model Question Matrix Practical coaching Personal Coaching Plan	1h individual telephone coaching Follow-up questionnaire Needs assessment for follow-up day Hot-line support	<u>1 Day Workshop</u> Coaching Decision Tree Practical coaching	2x 1h individual telephone coaching Hot-line
Weeks 1- 4	Week 5	Weeks 6 -16	Week 17	Weeks 18 - 24

- Understand the implications of preferred leadership style (self-assessment questionnaire) and prepare for the coaching journey with an individual pre-workshop de-brief.
- Acquire the three key coaching fundamentals and practise them in a safe environment in a 2 day workshop.
- Receive constructive feedback on your coaching abilities from fellow participants and the programme facilitators.
- Benefit from an implementation phase and address individual issues directly with the programme facilitators.
- Reinforce learning in the follow-up workshop where content is tailored to the specific needs of the group.
- Apply coaching as a management style in the workplace with the opportunity to further develop coaching skills during two telephone coaching sessions.

High level of individual attention: facilitation by two expert and qualified coach / managers

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“Coaching is unlocking a person’s potential to maximise their own performance. It is helping them to learn rather than teaching them.”

Timothy Gallwey
“The Inner Game of Tennis”

This training provides busy professional managers with a solid understanding of coaching theory as well as a maximum of practical experience in a unique and content rich programme. Before, during and after the training modules the participants have the benefit of accompaniment from one of the two programme facilitators.