



Coaching as a Leader

Coaching is a great skill that enables you to develop capability and build capacity in your organization. Moreover it's an approach that allows you to both support and challenge team members. Your challenge is to make that happen so team members can up their game while you devote time to the most value-adding activities.

Attend this workshop to revise and refresh how you coach and learn new techniques for managing tougher leadership situations.

How do I know I should attend this workshop?

1. Do you know something about coaching but are now looking to develop your knowledge and practice?
2. Is coaching something you believe in yet don't really do?
3. Do you find it tough to stop telling team members what to do and to coach them instead?
4. Would you like to develop your coaching toolkit and learn new and advanced techniques?
5. Do you think you would benefit from coaching practice in a safe unpressured situation?

If you answer yes to most of these five questions then this workshop is for you.

What will I do?

You will cover:

- Revisiting the GROW model in practice: goldfish bowl session
- Reviewing coaching skills to make the process more efficient and effective
- Learning more advanced techniques, e.g. how to get someone unstuck, how to increase contribution, and to help other find their own solutions.
- Understanding why change may not occur despite your best coaching efforts
- Peer coaching; to embed new techniques

What are the outcomes?

By the end of this workshop you will have:

- Learned exactly what coaching is and isn't
- Understood the challenges that all leaders need to deal with in terms of coaching
- Developed new practices to enhance your coaching skills
- Rehearsed some advanced techniques
- Given and received peer feedback on what you do well and what you could do better



How do I prepare?

Please come with a current situation you would like to be coached on. You will work on this and give your peers feedback on how they handle the process.

Who is iOpener Institute for People and Performance?

We develop people and organizational performance through the power of happiness at work