

Effective Leadership through Coaching

The most successful leaders recognize that their success depends upon the success of those they lead. Enabling others to grow and fulfil their potential by coaching them to discover and apply their talents and strengths is a core competency of leadership

Learning Objectives

After completing this course, students will know how to:

- Develop a positive partnership that supports employee growth
- Provide effective coaching and feedback within a relationship of mutual trust
- Agree appropriate performance goals using the SMART technique
- Clarify the current state or reality of your employees' situation
- Create options for your employee and develop them into a plan
- Motivate and support your employee to achieve their goals
- Recognize and remove any obstacles to employee success

COURSE OUTLINE

1 - THE LEADER AS COACH

- Harnessing the Power of Coaching
- Recognizing Talent and Potential
- Identifying Values and Beliefs

2 - THE GROW MODEL

- Structuring the Coaching Process
- Applying GROW

3 - AGREEING ON THE DEVELOPMENT GOALS

- Providing Direction and Purpose
- Identifying Appropriate Goals

4 - CLARIFYING THE CURRENT REALITY

- Framing the Reality
- Generating Self-Awareness
- Overcoming Obstacles and Resistance
- Exploring the Past

5 - DISCUSSING OPTIONS

- Generating Options
- Choosing an Approach
- Structuring a Plan

6 - FINALIZING THE PLAN

- Confirming the Will
- Selecting the First Step
- Motivating the Employee

7 - THE IMPORTANCE OF TRUST

- Avoiding Negatives in Coaching
- Enhancing Trust Relationships

8 - GIVING CONSTRUCTIVE FEEDBACK

- Structuring Feedback