

Coaching: A Leadership Skill

Supporting employee opportunities



Being a coach involves being a role model, sometimes a counsellor or supporter, and always a guide. Coaching is based on a partnership that involves giving both support and challenging opportunities to employees. Knowing how and when to coach is an essential skill that can benefit both you and your organization. During this two-day workshop, you will deep dive the value of the coaching model, as well as develop and hone your leadership coaching skills!

Audience: For anyone who is leading a team, whether a supervisor or higher in the organizational structure. Also for anyone who is in a more senior role who needs to be able to work with, and influence other people.

Duration: 2 days

Topics:

Creating the Foundation for being a Successful Coach

Coaching is a proven Leadership Model that will provide significant support to you as a leader and will also support you in driving results through your team(s). We will first examine the foundations and critical success factors of teams and organizations that leverage the Leadership Coaching Model. As well, we will identify “highly effective behaviors” needed to coach performing and successful teams.

Strengthening Communication Skills

Effective communications is a key aspect of successful coaching. Participants will review coaching best practices, explore different communication skills and create their own action plan for success. We will also examine two key coaching tools: asking powerful and probing questions, and listening.

Looking at Self-Disclosure

As a coach, we need to develop the skills and competencies of our teams. As such, we need to embrace the leadership skills that we can be even better at. Hence, we will look at our own leadership competencies and develop action plans for individual growth and development.

Developing Critical Coaching Skills

Participants will examine case studies and have the opportunity to practice important coaching skills in small groups. They will also be able to see demonstrations and examples of effective coaching in various interesting and difficult situations.

Developing a Performing Team

As leaders, many of us have our “Go-To” people and we often rely on a small percentage of our team to achieve much of the results. As we continue to refine our leadership coaching skills, we will learn how to expand our number of “Go-To” people and work with ALL our employees to improve their performance.

Leaders often go home at the end of the day exhausted by the number of emergencies and problems they had to manage, and frustrated that they were not able to find time to work on THEIR OWN top priorities. Through the leadership coaching model, we will deep dive the skills of empowerment and accountability, and examine tools and processes that coaches can use to help gain buy-in for change from employees.

Providing Performance Feedback

As leaders, some of the most difficult conversations we have (and sometimes avoid) with our employees, are the ones that involve “Feedback for Improvement.” We will explore how to provide such feedback in a much more effective way, by leveraging the model of leadership coaching skills. We will also have an opportunity to discuss types of feedback, learn some useful tips and to practice these skills in a safe learning environment.