

Coaching Skills for Leaders



Overall Objectives

The aim of this programme is to provide a safe and dynamic environment for you to enhance your coaching & people management skills as part of your leadership repertoire. The programme will enable you to be more emotionally intelligent while keeping solution focused and help others to take more responsibility for organisational outcomes and impact.

Who is it for?

- ∂ Leaders who are already in a role where they have responsibility for leading a team or project and would like to enhance their leadership skills.
- ∂ Emerging leaders who would like to have some support to make the transition effectively.
- ∂ Individuals who are preparing themselves for promotion into a leadership role and would like to increase their chance of successful progression.

Programme Objectives

The programme provides an opportunity for you to:

- ∂ understand your natural leadership style and how to integrate coaching skills as part of your leadership repertoire
- ∂ increase your confidence in using coaching skills in your leadership role
- ∂ understand and practise different coaching and facilitation models and know when to use them to enhance your people management skills
- ∂ develop your capacity to be an effective listener, which will enable you to be in tune with and understand the experience of staff in the organisation
- ∂ improve your ability to use powerful questioning skills to get to the heart of staff issues and enable others to feel confident to resolve challenging situations
- ∂ help your staff to take up more authority in the organisation and find their own solutions to the issues they face

- ∂ understand different personality preferences, responses to stress and change and how this can inform the interventions you make with others as a leader
- ∂ understand your own and other's conflict modes and how this can help you to deal with challenging and confrontational one-to-one and group situations
- ∂ develop a more sophisticated understanding of conscious and unconscious individual, group and organisational dynamics
- ∂ learn how to use coaching skills to create a synergy between individual and organisational goals in order to meet strategic objectives
- ∂ understand when to use coaching skills to engage with staff and mobilise effective followership to realise the potential of individuals, teams and the organisation

What the programme covers

This programme can be designed to fit your budget and time constraints ranging from a half-day or one-day introduction to an in-depth five module programme. A typical course would cover:

- ∂ Introducing the Workplace Potential coaching skills for leaders framework
- ∂ Understanding the individual in role and dealing with challenging one-to-one situations
- ∂ Understanding and applying group dynamics to coaching
- ∂ Understanding the impact of the wider network and organisational change and applying to coaching
- ∂ Reviewing the programme and planning for continuing professional development

Format of the Programme

We would design the programme to fit with your preferred learning styles and it can include:

- ∂ Interactive presentations from Workplace Potential staff on theoretical and conceptual frameworks
- ∂ Practical large group and small group activities
- ∂ Demonstrations of coaching skills by Workplace Potential staff
- ∂ Practice of one-to-one coaching skills in small groups with feedback from colleagues and Workplace Potential staff
- ∂ Practice of group facilitation skills with feedback from colleagues and Workplace Potential staff
- ∂ Case study work in large and small groups
- ∂ Participants will also be invited to co-design part of the modules to ensure that the specific learning needs of each group are met

About Workplace Potential

We are a team of highly trained professionals with a blend of organisational and psychological expertise and we help our clients to:

- ∂ achieve their goals and objectives
- ∂ create a place to work where people are energised, resilient and innovative
- ∂ build capabilities and capacity within the organisation to sustain change

Contact details

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What Our Clients Say

"I gained a huge amount of understanding of the group dynamics in our Leadership group, and my role within that, and it's had a real effect on my work and my perception of my role. I liked the level of challenge – it was exciting!

I very much liked having the opportunity to do the coaching sessions, as they were very powerful."

Senior Leadership Team member, participant on Coaching Skills for Leaders programme

"My staff, and my wife, say I'm a better listener. Workplace Potential has shown me that there are many paths that arrive at the same destination. It has given me the confidence to allow others to take their own path"

Deputy Head, participant on Coaching Skills for Leaders programme

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