

## Leader As a Coach

**As a manager with direct reports, have you ever encountered any of the following?**

1. You empowered your team members “officially” and yet they refuse to take responsibility.
2. You want your team to take initiative in solving problems; however, you notice that they keep coming back to you for solutions.
3. You notice that some of your team members blame others when things don’t go as planned.

**Why learning the Leader As a Coach is important for you and your organization performance?**

Your team is as strong as the weakest person. Having a thinking team that regularly challenge their comfort zones not only helps you achieve team/organization objectives. It also frees you up from the day to day operation work. It allows you to focus on strategizing, planning and grooming the right people for the right job. Thus elevating your status and value as a leader in your organization.

**What can you expect?**

Coaching means different things for different people. However, this program is designed based on the International Coach Federation executive coaching competencies. You will be fast tracked into how to apply executive coaching techniques in team by certified and seasoned executive coach that has years of experiences coaching managers and senior directors. You’ll take away from this session with practical tools for applying coaching in the workplace. Discover why coaching skills are an essential part of your toolkit as a manager. In this one-day Applied Executive Coaching in Team, we will show you techniques for unlocking your team’s potential and creating a high performance team. You will also discover useful mindsets of a great leader. Help your team see things from different perspectives, set goals, take actions, follow through and be more accountable of their actions.

**The Leader As a Coach workshop cover the following topics:**

1. Changing roles of managers.
2. The four helping skills in organization and when to apply what skills.
3. Executive coaching history, models and its application in leadership.
4. Useful mindsets of a leader.
5. GROW , PRO coaching models.
6. Two approaches in solving problems.
7. Holding difficult conversations with team member.

**At the end of this one day workshop, you will:**

1. Learn what is the definition of coaching.
2. Discover the four helping skills in organization and when to use what skills.
3. Learn three mindset shifts for successful coaching.
4. Use “Executive coaching dialogue” to hold difficult conversation with team member.
5. Learn and practice “Presence” listening technique in engaging your team.
6. Learn and apply the “PRO” coaching model in helping your team members to articulate their desired outcome.
7. Learn and apply the “GROW” coaching model in enabling your team members to take and own their actions.
8. Practice coaching skills through “Laser Coaching”.

**Target audience:** Managers and supervisors with direct report.

**Workshop size:** 8 to 16 (Small class size to ensure quality coaching supervision during workshop)