

COACHING FOR MANAGERS PROGRAMME

A NEW 3-DAY PROGRAMME

THE ESSENTIAL SKILLS TO COACH PEOPLE FOR IMPROVED PERFORMANCE.



3 DAYS



INTERMEDIATE TO ADVANCED



EARLY BIRD: \$2,550+ GST / \$2,999+ GST

SNAPSHOT

- Use coaching skills as part of your management toolkit
- Learn how to transform people, drive purpose and lift productivity
- 2-day workshop followed by workplace application
- 1-day follow-up workshop to ensure learning is embedded as core skill
- Run by world-class coaches, psychologists and educators
- Work with real case examples
- Can be used as a pathway into the Henley Certificate in Coaching, an International Coach Federation and Association of Coaching accredited programme.

OVERVIEW

What if you could spend less time worrying about the day-to-day and more time bringing out the best in your people?

This programme is designed to enable managers to use coaching skills as part of their management toolkit.

Learn the tools and techniques to get the best out of people, enhance motivation and create a sense of purpose with the Coaching for Managers Programme.

Delivered by world-class coaches and facilitators, Prof. Patricia Bossons and Denis Sartain, you'll come away with practical, proven coaching techniques to transform people, drive purpose and lift productivity.

OUTLINE

- Ensure each team member is working at equally high standards
- Recognise individual strengths and weaknesses, to help shape team dynamics
- Get to know individual work styles, to more easily gain consensus for common goals
- Help develop your team's skills, knowledge and attitude necessary to deliver their responsibilities and goals successfully
- Two-day intensive and experiential workshop is followed by a structured period of application back in the workplace
- A final, follow-up day includes reflective practice and coaching supervision to ensure that the outcomes from the programme become embedded as a core skill-set.

WHY OUR PROGRAMME

- Developed and run by psychologist, coach and educator, Prof. Patricia Bossons and world-class executive coach Denis Sartain, who also co-authored "Cultural Essentials" and "The Neuroscience of Learning Coaching"
- Proven transformational capability with 3,000 graduates worldwide and now for the first time in NZ
- Focus on the psychology and neuroscience behind coaching for managers: an exciting and powerful approach
- All successful candidates will receive an external quality assurance statement.

COACHING FOR MANAGERS PROGRAMME CONTINUED

WHO FOR

- A manager looking to drive purpose, productivity and profit
- An executive looking to embed a coaching culture
- Anyone in a position requiring leadership qualities.

EMPLOYER BENEFITS

You will be able to coach in diverse situations and know how to create and embed a coaching culture.

You will know when to use a coaching approach and when to use other management styles.

Coaching is the mechanism for culture change. It is at the core of employee engagement and unlocking discretionary effort to drive performance.

Workplaces with coaching cultures see measurable improvements in:

- Staff retention
- Reduced conflict
- Open communication
- Job satisfaction
- Overall level of happiness and productivity.

LEARNING OUTCOMES

COACHING FOR MANAGERS FUNDAMENTALS

- Introduction to coaching, what it is and what it isn't
- The Manager as Coach – when this is appropriate, and how to do it – Situational Leadership Model and Diagnostic – work with real case examples
- Coaching practice in reflective groups – understanding your natural style
- Understanding individual differences – how to engage with different types of people, Myers-Briggs Type Indicator.

COACHING TOOLS AND TECHNIQUES

- The GROW model of coaching, demonstration and practice in trios
- Coaching practice in reflective groups
- Manager as coach – pitfalls and boundaries
- How to introduce and sustain a coaching culture
- Set-up for inter-module practice.

Approximately six weeks' inter-module practice, coaching and being coached by colleagues from the programme, reflective write-up of both experiences for formative feedback from tutors.

COACHING SUPERVISION PRACTICE

- Introduction to Coaching Supervision Practice, and group supervision on inter-module coaching sessions
- Review of work-related coaching situations and opportunities
- Developing coaching expertise, tools and techniques going forward.

IN-COMPANY OPTION

IMNZ works with leading organisations to deliver high-quality learning programmes customised to meet specific organisational needs. Contact us for in-company solutions.

“The course was outstanding both in terms of gaining knowledge but also developing practical skills that could be deployed in everyday leadership. I continue to use those skills as a CEO and also with my private coaching business.”

Roger McLaughlan
Former Chief Executive, Toys R Us –
United Kingdom

