

# Coaching Masterclass

## Manager as a Coach

### Target Audience

Individuals who currently have management responsibility of a team and want to develop their coaching approach.

### Overview:

This practical and participative programme is designed for managers looking to develop their coaching skills and drive performance to the next level by understanding, adapting and expanding their current coaching style. We will look at the importance of emotional intelligence in coaching and how to develop high level attention and rapport. Moving beyond the GROW coaching framework, individuals will have the opportunity to work on their own business challenges and practice new coaching skills and concepts which unlock deeper potential in their own performance and that of their teams.

### Objectives

- To gain a shared understanding of how developing a coaching culture impacts on business performance
- The 'Player Coach' -how to recognise and understand the difference in when to coach and when to tell
- To refresh / develop effective key coaching skills and implement these approaches to coaching
- To be able to use emotional intelligence as a coach in order to gain effective quick wins with individuals
- To practice, observe and receive verbal and written feedback on effective coaching style and create a sustainable personal coaching plan

### Pre Course Work:

Participants should bring current challenges within their business function to use as coaching topics.  
Coaching personal assessment tool

**Participant Numbers:** max 10 with two tutors

### Participants quotes from Global Law Firm:

*"Good interaction between the facilitators meant the pace was quick and I liked the fact we had plenty of opportunity to practice"*

*"The day was thought provoking, challenging and very useful"*

*"It was all superb but if I had to highlight one part, it was the practicing coaching and being coached"*