



People, Process, Technology & Training Reinforcement

ADVANCED COACHING FOR LEADERS

Enable leaders to guide and motivate in a way which results in sustained change.

COURSE OVERVIEW

Coaching is the skill that exceptional managers use to motivate, inspire and engage staff to achieve performance levels that they might not have thought possible.

This course provides training that will help mid-level leaders take a more strategic approach to coaching and motivating others, especially during times of change. Leaders use advanced instruments to practice and interpret real coaching techniques that are immediately applicable to any environment for achieving better performance.

The course is also appropriate for mid-level individual contributors who must influence others rather than directly manage them.

The training is built around specific leadership competencies and behaviors that are important to company culture and values. Integrated skill practice exercises prepare participants to apply new concepts and approaches. Participants will develop scenarios which are highly relevant to the most significant coaching challenges and real-world experiences.

COURSE STRUCTURE

Four highly interactive modules lead participants through a holistic coaching process. The first two modules are based on extensive research and focus on strategic coaching and change management concepts. Modules 3 & 4 provide opportunities to apply skills, reflect on coaching experiences and learn from others.

COURSE OBJECTIVES

In Advanced Coaching for Leaders, participants will:

- Identify tools and techniques to strategically lead and manage change.
- Identify effective coaching styles to help managers achieve desired results.
- Use instruments to define talent and opportunities for development.
- Create a meaningful, customized development plan.
- Leverage leadership strengths to become an even better coach and mentor.
- Identify high performers and help them achieve their full potential.
- Redirect mediocre/poor performers to get them back on a track of success.
- Develop recognition strategies to motivate higher performance.

COURSE DELIVERY

The course is offered as an instructor-led virtual course. The virtual classroom course includes four 2-hour sessions plus approximately two hours of individual prep work and can be delivered over the course of three or four weeks. It features a blog where participants share their assignments and comments.

WHO SHOULD ATTEND

This course is best suited for:

- Mid-level leaders with direct report managers
- Individual contributors who must lead by influence
- Experienced supervisors

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READ OUR LEADERSHIP BLOG

http://tbd-consulting.typepad.com/jonena_l_relth/