

Coaching Skills for Managers

an Interactive online training course

This course will provide managers at all levels of an organisation with increased ability and confidence to adopt and embed a coaching style into their management and supervision practice and develop staff to take up their own initiative and authority.

As well as a broad understanding of core coaching concepts, this intensive skills development workshop will give participants an opportunity to develop and practice using a coaching approach with individuals and teams both in their day to day work and in managing difficult conversations.

Are you a manager who wants:

- To have more meaningful and effective conversations with your staff?
- To help staff develop their own solutions to everyday problems?
- Your team to cope better with uncertainty?
- To support improved team dynamics?

Course aim:

To enable managers to support and develop staff, improve performance, wellbeing and retention by taking a coaching approach to leadership and management.

Course objectives

1. Understand the principles of coaching and different coaching styles, and when they are more appropriate to use
2. Develop skills to encourage staff to take up a more proactive approach to challenges in their areas of work.
3. Learn and practice coaching skills in a safe learning environment
4. Try out coaching skills in the workplace and review effectiveness and impact.



June 24

June 25

Day 1 Coaching Foundations

- What is a coaching approach?
- Directive to non directive coaching
- Identifying underlying issues
- Supporting your staff to come up with their own solutions

Core skills 1

- Reflective listening
- Giving effective feedback
- Motivational interviewing in coaching

Day 2 Working with a coaching approach

- What happens at the beginning?
- Coaching boundaries
- Coaching with the system in mind.

Core skills 2

- Coaching cycle
- Understanding what is really going on
- Enabling staff to find their own solutions

Work-based skills practice

July 15

Day 3 Developing your Coaching Style

- Reviewing coaching experience
- Consolidating skills

Core skills 3

- Coaching for managers.
- Managing conversations differently .

Programme Details

Module 1 2 days
Module 2 1 day

Venue

Both modules will take place online using the zoom platform

Cost: £500 30% discount (usual price £750)

This course can also be commissioned specifically for your organisation.

To register email

TC@TavistockConsulting.co.uk

Our trainers

Trainers are experienced coaches working with established and emerging leaders in public services and private sector companies. They understand the leadership challenges of managers in health, and social care, education, tech and other business start up. They teach and supervise coaches and coaching students on Tavistock Consulting Executive Coaching Programme.

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