

Manager/Leader as Coach

Developing Leadership Through Coaching





Micromanaging your Employees:

- Lowers Moral and Destroys Trust
- Increases Stress and Reduces Creativity
- Increases Turnover and Burnout
- Disrupts Communication and Hurts Decision-Making
- Lowers Ownership and Accountability

Develop a Coaching Culture for Peak Performance





This program is designed to enhance your coaching skills and help you become a more effective leader. Throughout the program, you will learn various coaching techniques and strategies that will enable you to support and develop your team members, ultimately driving better performance and achieving organizational goals.

This program is suitable for managers, team leaders, and professionals looking to enhance their coaching skills and leadership effectiveness. It consists of x6 x 4-hour face-to-face Video Training Sessions, 10-hours of webinar lectures, 9 training modules, 3 one-to-one mentoring sessions, and 25-hours of logged coaching. The course is accredited by the International Authority for Professional Coaching & Mentoring



Benefits of the Manager/Leader as Coach Program



Improved Leadership Skills

Develop your coaching abilities to guide and motivate your team members towards success.



Enhanced Communication Skills

Learn active listening and powerful questioning techniques to foster open and honest dialogue with your team.



Increased Employee Engagement

Create a supportive environment that encourages employee growth, leading to higher levels of engagement and job satisfaction.



Building Stronger Relationships

Establish deeper connections with your team members through effective coaching techniques.



Better Performance Management

Implement a structured framework for goal-setting and progress tracking to improve performance and accountability.

Structure



- The Basics of Coaching, Core Coaching Competencies, Pillars of Coaching
- Accreditation
- TGROW - Demonstration
- Coaching Practice

Hone your coaching skills by completing workbooks, watching webinars and conducting coaching sessions with your team or colleagues

- Listening Skills for Managers
- Questioning Skills For Managers
- The Coaching Circle
- Coaching Teams

Hone your coaching skills by completing workbooks, watching webinars and conducting coaching sessions with your team / colleagues

- Interactive Coaching Masterclass

MENTORING: 3x Sessions Each

MONTHLY SUPPORT WEBINARS

Topics Covered:

Introduction to Coaching:

- Participants will gain an understanding of the fundamental principles and concepts of coaching, including its purpose, benefits, and ethical considerations.
- The program will explore the different coaching approaches and methodologies, allowing participants to identify the approach that best aligns with their personal style and organizational context.
- Participants will learn about the role of a manager/leader as a coach and the key competencies required to be effective with this approach.



A Glimpse Into the Coaching Industry:

- Participants will receive an overview of the coaching industry, including its evolution, current trends, and future outlook and the impact on organizations.
- The program will highlight the diverse applications of coaching across various industries and sectors, showcasing the versatility and impact of coaching in different contexts.
- Participants will have the opportunity to learn from an experienced corporate trainer, and master coaches gaining insights into emerging practices and innovative approaches in organizations.



Building Rapport:

- Participants will learn strategies and techniques for building rapport with their teams, establishing trust and rapport as the foundation for effective coaching relationships.
- The program will emphasize the importance of authenticity, empathy, and non-verbal communication in building rapport with the team members, creating a safe and supportive environment for performance.
- Participants will practice rapport-building exercises and role-plays, honing their interpersonal skills and enhancing their ability to connect with others.

Active Listening:

- Participants will develop their active listening skills, learning how to fully engage with their team members, understand their perspectives, and empathize with their experiences.
- The program will cover the components of active listening, including paraphrasing, summarizing, and reflecting, as well as techniques for managing distractions and staying present in coaching conversations.
- Participants will practice active listening in various scenarios, receiving feedback and guidance from instructors to enhance their listening proficiency.



Coaching Model

- Participants will be introduced to a proven coaching model that provides a structured framework for conducting coaching conversations and guiding meaningful discussions with their teams.
- The program will delve into the components of the coaching model, including goal-setting, exploring options, and developing action plans, equipping participants with a systematic approach to coaching.
- Participants will have the opportunity to apply the coaching model in simulated coaching sessions, gaining hands-on experience and confidence in its application.



Webinars Covering Listening, Questioning, Values, the T-Grow Model and Beliefs

- The program will feature pre-recorded webinars covering a range of essential coaching topics, including advanced listening techniques, powerful questioning strategies, the role of values in coaching, the T-GROW model, and addressing limiting beliefs.
- The webinars will include case studies, group discussions, and exercises, providing participants with a dynamic and immersive learning experience.



Aims of this Program:

Develop Effective Coaching Skills:

This program aims to equip participants with the knowledge, tools, and techniques necessary to become more efficient by using coaching techniques. Participants will learn how to apply coaching principles, models, and strategies to support the growth and development of their team members. By honing their coaching skills, participants will be better equipped to facilitate meaningful conversations, provide constructive feedback, and empower their team members to be more productive.



Foster a Coaching Culture Within Your Organization:

Building a coaching culture within an organization involves creating an environment where coaching is valued, practiced, and embedded into everyday interactions. This program aims to instill a coaching mindset among participants and inspire them to champion coaching within their teams and organization. Participants will learn how to promote open communication, trust, and collaboration, fostering a culture of continuous learning, growth, and development.



Improve Leadership Effectiveness:

Effective leadership is essential for driving organizational success and achieving business objectives. This program aims to enhance participants' leadership effectiveness by integrating coaching principles into their leadership approach. Participants will learn how to lead with empathy, humility, and authenticity, empowering their team members and fostering a culture of accountability and innovation. By becoming a more effective leader, participants will be better positioned to inspire, motivate, and guide their teams toward achieving their goals.



Noble Manhattan Coaching is the only Coach Training Company in the World with 38 International Awards.



INTERNATIONAL AUTHORITY FOR
PROFESSIONAL COACHING & MENTORING
Experts in Accreditation since 1998





Be trained by the only coach training company in the World with 38 International Awards, and with corporate clients that include: IBM, Pepsico, CocaCola, Airbus, Citibank and BP to name just a few notable clients. Some of our clients are below:



Contact us to have a friendly conversation about this program and to develop a Coaching Culture



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<https://managerscoach.net/>



More about NM

Noble Manhattan Coaching Ltd was established in 1993 by Mr. Gerard O'Donovan Founder and CEO, who has a Master's in Psychology and is a world-renowned Trainer and Coach.

The company has grown to become one of the largest and most successful Coaching Training organizations in the World, operating in 31 countries. Noble Manhattan Coaching stands for excellence. It is a multi-award-winning organization with a well-earned reputation for delivering the highest quality coaching courses and for creating superb coaches. What is unique about Noble Manhattan is that it is a global organization with a heart.



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