



Leader as Coach

Duration: 3.5 days over 5 modules

Target audience: Senior executives and HR professionals

Objectives

- > Understand the philosophy of coaching and appreciate its value add in organizations
- > Skills training in the tools, techniques and concepts of coaching

Outcomes

For organizations

- > Create a coaching culture that supports corporate performance and talent management processes
- > Align coaching best practices

For individuals

- > Develop a key skill in the leadership toolkit
- > Develop individuals and build teams



Content

- > What is coaching and what it's not; coaching v mentoring
- > Multi-level listening and feedback skills
- > Asking powerful questions: in the right way, at the right time
- > Using psychometric instruments and other feedback sources
- > Coaching in different settings: developmental, individual performance & motivation, team building, change initiatives
- > Role play, video feedback, peer feedback
- > Self-assessment: what do I do well? Where can I develop?

Learning approach

Learning in Practice – applying learning to your organization through:

- > Inter-module coaching tasks and exercises: practice in situ
- > Peer group observation and feedback
- > Complete a coaching “challenge” over the program

Next steps

To find out more about this sample program please contact us by email at:

- > info@gtnworld.net



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