

Leadership & Communication.

# Coaching Skills for Leaders.

## Overview.

rogenSi's Coaching Skills for Leaders program has been designed to help people leaders to unlock the potential of the individual members of their teams. This is done by applying a proven process to their coaching activities and developing their interactive communication skills to consistently get the best out of their people.

## Challenges addressed.

- Understanding the coaching environment, the role of coach, and the difference between coaching and managing
- Adopting the coaching process, starting with observation and reviewing results in terms of activity and competency
- Recognising different types of staff in terms of results, competency and potential, then coaching them accordingly
- Developing coaching and development plans that are more likely to be owned and actioned by staff
- The ability to plan for, gather and then deliver honest high impact feedback

## Key components.

- Time management and effectiveness for coaches
- Developing an individual coaching strategy
- The 5 Stage Coaching Process to guide your coaching activities
- How to plan for and give in-the-moment feedback
- Dealing with difficult people
- Diagnosing competency gaps and developing motivational solutions

## Outcomes.

Successful completion of this program will give participants the skills and the willingness to allocate more time to high quality coaching activities and develop more effective strategies for individuals. The participants will be able to run more effective coaching sessions as a result of improved planning, communication and feedback skills.

## Duration.

2 days.