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Learning Style: Virtual Classroom

Technology:

Difficulty: Beginner

Course Duration: 2 Days

Effective Leadership Through Coaching



About This Course:

In the face of rapid, disruptive change, companies understand that command-and-control leadership is no longer viable. As a result, many firms are moving toward a coaching model in which managers facilitate problem solving and encourage employees' development by asking questions and offering support and guidance rather than giving orders and making judgments. Leaders can use the GROW and Thought models of coaching to become more skilled at listening, questioning, and

drawing insights out of the people they supervise.

This course has been approved for 14 PDUs | 14 CDUs

Course Objectives:

- Learn how coaching can help employees achieve their full potential
- Recognize common coaching challenges
- Explain the key principles of the Thought model
- Understand the four steps of the GROW model
- Create important guidelines for providing feedback
- Apply strategies that will motivate employees

Audience:

- Anyone managing the performance of others, including executives, managers, supervisors and team leaders will benefit from this course.

Prerequisites:

- None

Course Outline:

The Purpose and Effect of Coaching

- What is Coaching?
- Characteristics and Beliefs of the Effective Coach
- Coaching Obstacles
- Knowing When to Manage and When to Coach

Coaching and The Thought Model

- The CFTAR Thought Model
- Point of View and Belief Systems
- Applying The Thought Model
- Facts vs. Stories

Coaching with the GROW Model

- Goals in the Context of GROW
- Clarifying the Current Reality
- Exploring the Past
- Developing Options and Choosing the Approach
- Creating the Final Plan

Navigating The Coaching Process

- Dimensions of Trust
- Identifying Obstacles and the SPAR Process
- Overcoming Resistance
- Giving Feedback Effectively
- Motivating Your Employee