

The Coaching Leader

A coaching leadership short-course helping leaders to introduce a coaching approach into their communication and conversations with staff. Coaching is not only a communication style, but it is also a way of being, a mind-set and a culture influencing process. Learning how to use coaching as a leadership style dramatically increases the quality of influence, impact and empowerment leaders have.

For leaders at all levels, from aspiring to experienced and from team leader to CEO. This training is inter-active, engaging and thought-provoking. Consisting of 4 half-day sessions (or 2 -full day sessions) and designed specifically to provide the skills, awareness and confidence to use coaching as a leadership tool.

Duration – 12hrs (4 x half-day sessions or 2 x full-day sessions)

Delivery – Over Zoom (or in-person if logistics allow)

Content

Session 1 – What Coaching Really Is & How to Use It

Session 2 – Quality Listening and Questioning

Session 3 - Your Leadership Style

Session 4 – Values-Based Coaching Leadership

Session 1 – What Coaching Really Is & How to Use It

Truly understanding what coaching really is and how to use it, provides the greatest of resources to create real and lasting empowerment for those around you.

By the end of this session you will...

- Understand what coaching really is and isn't
- Learn how to implement a coaching approach
- Know when coaching is and isn't appropriate

Session 2 – Quality Listening and Questioning

The quality of your listening and questioning are the most important aspects of your communication with others, yet most of us don't really understand the skill required to create deep listening and empowering questions.

Outcome: By the end of this session you will

- Know the 4 levels of listening and the difference they make.
- Understand how to deepen your listening
- Learn how to ask Heart rather than Head questions

Session 3 - Your Leadership Style

Some leadership styles work in some circumstances and some don't. Understanding your own leadership style and how to develop greater range in your leadership is vital to your success.

By the end of this session you will...

- *Understand what your leadership style is.*
- *Learn the impact of various leadership styles.*
- *Know how to apply Situational Leadership.*

Session 4 – Values-Based Coaching Leadership

Values are incredibly motivating but often unseen. Recognising your own values and those of your team enables you to flex your leadership to align with those values.

By the end of this session you will...

- *Be able to notice and avoid the Drama Triangle*
- *Be able to recognise and lead from your own values.*
- *Know how to see values in those you lead.*