

COACHING AND MENTORING FOR LEADERS

Even for experienced leaders, evidence shows that time spent honing coaching skills pay huge dividends. In times of change, nothing embeds new procedures and behaviours like a focus on coaching individuals and teams. Organisational culture is driven forward by coaching, mentoring and when skilfully used can result in a performance-enhancing culture.

Leadership and Management series, Coaching and Mentoring Skills for Leaders is a one-day course that will demonstrate the benefits of effective coaching leadership within organisations, providing delegates with the foundation to understand the value and positive outcomes of a coaching and mentoring structure.

Aim

To provide participants with a clear understanding of:

1. Introduction to the Coaching Style of Leadership
2. What is Coaching?
3. Empathy - The Bedrock of Emotional Intelligence
4. Becoming an Effective Listener
5. Active Listening for the Coaching Style
6. The Power of Open Questions
7. The ToGROW Coaching Model
8. Establishing a Coaching Contract
9. Developing a Coaching Style

Methodology

The training approach to be used, which governs the design and delivery of the training is based on the following principles:

- To actively involve the participants throughout the training
- To enable participants to share their thoughts and enquiries
- The training is designed based on the needs and expectations of the participants that are reflected in the pre-training questionnaire

Workshop methods and tools

In order to achieve the objectives of the training, the following tools and methods will be utilised:

- **Presentations:** presentations will be used in order to provide the background of each subject and create discussion and questions.
- **Discussions:** throughout the training, participants will be encouraged to contribute to discussions and share their experiences and thoughts with the rest of the group. The discussions will be facilitated and coordinated by the facilitator in order to maintain the focus in the key areas of interest
- **Case studies:** case studies will be used so as to facilitate and trigger discussion, as well as allow external benchmarking so as to achieve competitiveness
- **Group work:** group work will be used in order to facilitate practical understanding of the issues and in order to enhance team working, team building and cooperation amongst participants

Sample Programme

10.00

Session 1

- Introductions and welcome
- JoHari Window
- Starting to explore coaching and mentoring
- The broader leadership picture: where coaching and mentoring fits

Break

Session 2

- Common skills for both coaching and mentoring

Lunch 12.30 – 13.30

Session 3

- The coaching and mentoring relationship
- Learnings from neuroscience
- Impact of change

Break

Session 4

- Putting it all together
- Action planning

16.00

Final Remarks & Questions