

COACHING SKILLS FOR MANAGERS

Cape Town - South Africa
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GENTEX[®]
TRAINING CENTER



Introduction

In today's dynamic workplace, effective leadership goes beyond simply giving orders. Empowering employees to reach their full potential is key to achieving organizational success. Coaching skills equip managers with the tools to guide, motivate, and develop their teams. This intensive five-day program, offered by Gentex Training Center, equips managers with the knowledge and practical skills needed to become effective coaches. Through interactive workshops, case studies, and role-playing exercises, participants gain the ability to build trust, foster open communication, and unlock the potential within their teams.

Coaching Skills for Managers Course Objectives:

- Master the core principles of coaching and its role in effective leadership.
- Develop a coaching mindset focused on growth, development, and empowerment.
- Gain a comprehensive understanding of the different coaching models and frameworks.
- Master the art of asking powerful questions to stimulate self-reflection and problem-solving in employees.
- Develop skills for providing clear, constructive feedback that fosters improvement.
- Explore strategies for active listening and building trust with your team members.
- Practice creating a coaching culture that encourages continuous learning and development.
- Analyze real-world case studies to apply coaching skills in practical scenarios.
- Formulate a personalized action plan to integrate coaching practices into your daily management routine.



Course Methodology

This interactive program utilizes a participant-centered approach. It blends lectures from coaching experts with engaging workshops, real-world case studies, group discussions, role-playing exercises, and peer-to-peer learning opportunities. Participants actively engage in practicing different coaching techniques, providing and receiving feedback, and developing strategies for implementing coaching into their leadership style. Through experiential learning, participants gain the practical skills and theoretical knowledge needed to become effective coaches, fostering a culture of growth and development within their teams.

Who Should Take This Course

- Managers and supervisors seeking to enhance their leadership skills through coaching.
- Professionals interested in developing their coaching abilities for career advancement.
- Leaders seeking to improve employee engagement, motivation, and performance.
- Anyone interested in gaining the knowledge and tools to become a more effective leader who empowers others to succeed.

Coaching Skills for Managers Course Outline:

Day 1: The Power of Coaching: Unlocking Potential Through Effective Leadership

- Unveiling the Importance of Coaching in the Modern Workplace
- Exploring the Benefits of Coaching: Enhanced Employee Performance, Increased Engagement, and Improved Retention
- Understanding the Core Principles and Values of Coaching



Day 2: Building the Foundation: The Coaching Mindset and Core Competencies

- Developing a Coaching Mindset Focused on Growth, Empowerment, and Self-Discovery
- Mastering Active Listening Skills for Building Trust and Rapport
- Exploring the Art of Powerful Questioning to Stimulate Self-Reflection and Learning

Day 3: The Coaching Conversation: Providing Effective Feedback and Guidance

- Mastering Techniques for Delivering Clear, Constructive Feedback that Drives Improvement
- Exploring Different Coaching Models and Frameworks to Guide Development Conversations
- Practicing Giving and Receiving Effective Feedback Through Role-Playing Exercises

Day 4: Fostering Growth and Development: Creating a Coaching Culture

- Exploring Strategies for Setting Goals and Creating Development Plans with Team Members
- Understanding the Importance of Continuous Learning and Feedback in the Coaching Process
- Developing Strategies for Overcoming Obstacles and Holding Team Members Accountable



Day 5: Integrating Coaching into Your Leadership: Putting Theory into Practice

- Developing a Personalized Action Plan to Integrate Coaching Practices into Daily Management
- Exploring Strategies for Building a Coaching Culture Within Your Team
- Reflecting on Learning and Identifying Opportunities for Continued Development

Conclusion

By successfully completing this comprehensive program offered by Gentex Training Center, participants gain the knowledge and practical skills needed to become a skilled and effective coach. They will be equipped to create a coaching culture within their teams, fostering open communication, trust, and continuous learning. This enhanced leadership style empowers employees to reach their full potential, ultimately leading to a more engaged, motivated, and successful team.