



Coaching as a management style

We work with organisations to provide 1, 2 or 3 day courses that also gain ICF (ACSTH) Accredited Coach Specific Training Hours certification

Blessing White's (2009) workplace research indicates that most employees are looking for interesting or meaningful work. Yet each employee defines "interesting" or "meaningful" differently. As a result, well-intentioned high-potential programmes can fall short for everyone because organizational goals, managerial priorities and employee aspirations don't align.

To succeed, organisations need to:

1. Hold managers accountable for coaching
2. Identify the skills and attributes that matter most
3. Work with employees' talents
4. Help employees understand what drives them
5. Provide development opportunities
6. Understand what makes exceptional leaders

In their seminal book, *The Leadership Challenge*, Jim Kouzes and Barry Posner outline five fundamental practices of exemplary leadership. In over 30 years of original research, and data from over three million leaders, Kouzes and Posner collected thousands of 'personal best' stories—the experiences people recalled when asked to think of a peak leadership experience.

Although people's individual stories were different, their leadership experiences revealed similar patterns of behaviour, allowing Kouzes and Posner to identify the five leadership practices outlined below. This provides the basis for coaching at work.





Designed by award winning, qualified and credentialed coach, Dr Sally Vanson, and supported by professional ICF and post graduate qualified trainers.



By the end of our course managers will;

1. Better understand the basic principles of coaching and how coaching can be incorporated in their managerial toolkit especially when used as a daily tool to assign tasks or provide feedback
2. Better understand non-directive and directive approaches to coaching and the difference between a coach and a mentor
3. Learn key skills involved in coaching, like goal-setting, active listening, empathising, questioning, giving feedback, challenging, preparing an action plan etc
4. Have improved their ability to help individuals or teams to acquire different perspectives and insights and how to achieve desired outcomes
5. Increase self-awareness and learn how personal values and experiences can increase verbal and non-verbal communication



Typical content will include all of the following and then a selection of additional sessions that fit with your organizational purpose and culture,;

- Introduction and objectives
- What is coaching?
- What coach managers do and how
- Trust, challenge and rapport
- Questioning
- Gardener's multiple intelligences
- Using GROW for feedback
- Theories and models of coaching
- Ethics, boundaries and contracting
- Personal action plan

"All the facilitators were first class and kept superb flow to the course. They are obviously very passionate about the world of coaching, its reputation and future and all potential candidates can rest assured courses with TPS will deliver the highest quality of instruction and professionalism."
Paul Andrew – Royal Navy

All our trainers are professionally qualified, post graduate and organizationally experienced individuals. Contact us for a bespoke design and proposal that will be unique to your development needs.