

Introduction to Coaching Skills for Managers and Leaders

Duration

2 days

Instructors

Juhree Zimmerman

Mary Ellen Sanajko

Class Limit

20 students

Prerequisite

None

Price

On-site:

Please contact SPC for pricing (contact information on page 2)

Public Training:

\$1,095 (2 days)

*Discount available for early registration

Materials Provided

Recipients will receive practical learning materials to support their learning and integration of the concepts in their work settings.

Please see reverse for specific handouts.

Economic growth is pressing employee retention and productivity, making it essential for leaders and managers to increase their capacity to support and develop staff and peers.

Research has shown that coaching skills training is the single most powerful way to develop this competency and get the best results.

Introduction to Coaching Skills for Managers and Leaders reaches beyond the person being trained to employees in the company receiving coaching from that individual. In this two-day workshop, you will firmly establish coaching skills as a key part of your leadership toolbox.

- You will increase your self-awareness by understanding your current skills and how you can maximize those skills in coaching your staff.
- This experiential and interactive training gives you the opportunity to practice your new coaching skills overnight AND reflect on your learning and its application to your work setting.
- We will discuss and practice potential ways to work with difficult situations, employees and real life challenges.

At the end of this seminar participants will be equipped with the knowledge and strategies to:

- Understand coaching theory, cornerstones and contexts
- Demonstrate, practice and apply basic coaching skills of
 - listening
 - powerful questions
 - curiosity/not knowing
 - requesting and accountability
 - inquiry
 - acknowledgment and championing in the context of coaching
 - values identification and working with self-limiting beliefs
- Discern the difference between coaching as a skill versus directing, advising, consulting, performance management and discipline
- Focus on the “being” of leadership and coaching as well as the “doing”
- Identify “coachable moments” and how to apply coaching skills in those situations
- Create relationships with partners and learn to use this skill in team interactions
- Embody their values as leaders and use values to motivate staff
- Reflect on their practice to move toward desired results
- Use coaching in challenging situations

TRAINING

Introduction to Coaching Skills for Managers and Leaders

Instructor

As a trained leader for the Coaches Training Institute, Juhree Zimmerman, Master Certified Coach, offers high quality training in coaching skills and their application in corporate settings. She draws on her extensive background in nursing, psychology, administration and leadership to integrate the co-active coaching skills into the corporate and business environment.

As a Certified Professional Co-active Coach through the Coaches Training Institute, Mary Ellen Sanajko works with leaders who want to take their organizations to a more advanced level. Leveraging her MBA training, comprehensive business experience, training expertise and endless enthusiasm, Mary Ellen supports leaders and managers to broaden their leadership repertoire.

Intended Audience

This course is ideally suited to new and experienced leaders, managers, and those who work within groups or who are responsible for staff development. Individuals wanting to develop and improve their coaching skills to increase project results along with the motivation, contribution and job satisfaction of staff will also benefit.

For more information on this or other SPC Springboard courses, please visit www.spcspringboard.com or e-mail SPC at info@spc.ca

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Outline

- Leadership Competencies & Coaching
- Introduction to the Co-Active Coaching model
- Accessing your Staff & Peers' Learning Channels
- Levels of Listening & Awareness
- The Art of Feedback
- Mirroring & Matching Language
- Using Powerful Questions
- Increasing Positivity in your Workplace
- Training on Acknowledgment & Championing

Desired Impact

- Create awareness of coaching and applications for managers and leaders
- Empower managers and leaders
- Increase capacity to support and develop staff and peers
- Create ongoing follow up and support through commitment to "coaching partner"

Methods

The workshop incorporates a number of learning techniques including experience and interaction, modeling, practice and theory/lecture.

Supporting Documentation

In addition to general reference material, specific handouts include:

- Co-Active Coaching Model & Definitions
- Levels of Listening
- Powerful Questions
- Requesting and Accountability
- Acknowledgement and Championing
- Inquiries
- Life Balance Wheel
- Professional Skills Wheel
- Resource List



TRAINING

