

Effective leaders and managers empower their people to become the best employees possible. Empowered staff will, in turn, lead your organisation toward greater success by aligning their abilities and competencies towards the strategic direction of the business. Ineffective leaders and managers, on the other hand, micro manage and inadvertently slow progress down by impeding staff development, their focus is simply on the wrong things. This course addresses the unique and specific skills required to harness the power of your employees through coaching for performance improvement.

Coaching skills include attentive listening, strategic questioning, keen observational ability, and the appropriate mindset, one based on honesty with compassion and integrity. Alive & Kicking Solutions has trained hundreds of people to be workplace coaches over the years and has now distilled the best elements of our 5 day course in to this one day, hands-on workshop. It is specifically designed for leaders and managers to learn some of the most critical skills needed to be able to drive performance and achieve KPIs.

Anyone in a leadership role who is responsible for performance improvement in his or her organisation.

- What coaching is and is not (it is not mentoring, nor training, nor counselling)
- The do's and don'ts of building a coaching relationship
- The appropriate mindset of an effective coach
- An effective model for having a coaching conversation
- Establish who you need to become as a coach to get the best out of your people
- Uncover the paradigm shifts that are needed to become an effective workplace coach
- Learn powerful and efficient questioning techniques: strategic questioning
- Learn how to listen attentively so that you do not miss a thing
- Learn how to enable the employee to drive their own development