

## Coaching Skills for Managers

Duration: One Day

---

### Course Objective

To provide line managers with a practical framework to understand their coaching role and to develop many of the skills necessary to be an effective coach. As a manager it is crucial that they understand their role as a coach. Participants will learn how to monitor performance, evaluate, give feedback and run on-going training sessions. They will learn all the skills necessary to support and develop their teams.

### By the end of the course, participants will be able to:

- ✿ Understand your role as a coach within the role of a manager
  - ✿ Understand some of the factors that affect how people learn
  - ✿ Understand the connection between coaching, motivation and performance
  - ✿ Identify learning needs
  - ✿ Run a coaching session, to coach someone through a problem area
  - ✿ Follow up and evaluate coaching
- 

### Course Elements

- ✿ The coach's role - How can you improve someone else's performance?
- ✿ What coaches do - exploring how to get results
- ✿ How people learn - examining thinking and learning types
- ✿ Coaching and motivation - understanding the connection
- ✿ Identifying coaching needs
- ✿ Setting objectives
- ✿ Setting up effective monitoring systems
- ✿ Feedback and support
- ✿ Running a coaching session - practical application