

Leading Through Coaching

"Given the right circumstances from no more than dreams, determination and the liberty to try, ordinary people consistently do extraordinary things."

-Dee Hock,
Founder CEO, Visa

Purpose: Assessing and strengthening leadership and coaching skills

Workshop Objectives:

- Develop managers/coaches who are able to facilitate development, learning and performance of individuals and teams.
- Develop a foundation from which managers can evolve as coaches
- Create awareness of what coaching is and effective role it can play in the workplace
- Recognize strengths and areas for improvement as manager and leader
- Learn the process of coaching as well as coaching skills and techniques

Course outline:

- What is coaching
- Coaching versus mentoring
- Benefits of business coaching
- Personal qualities of a successful coach
- The Manager as coach
 - Creating a Coaching culture
 - Providing Effective feedback
 - Coaching skills for managers – continuous improvement
 - Art of delegating
 - Developing trust and rapport
 - Opportunities for coaching
- ‘Boss’ management versus coaching
- Principles of “At The Moment “ Coaching Model
 - * Relationships between Values, Wants, Behaviour and Results
- Bringing About Intended Outcomes Through Effective Coaching
- Stop Managing Tasks And Start Coaching People

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- Coaching template for a One-to-One coaching session

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