



PURPOSE

To develop the essential knowledge and skills for integrating coaching skills into leadership.

OUTCOMES

By completing Coaching Essentials for Leaders, you will be trained to

- Create an environment of trust that accelerates the development of others so they can more effectively contribute to organisational goals
- Apply a coaching process that results in clear agreements and initiates action
- Use communication skills that develop self-reliance in others

BENEFITS

Rather than being a training event, Coaching Essentials for Leaders is a learning process that allows learning to take place over time -

- Provides a simple coaching conversation model
- Includes three follow on coaching sessions via tele-training for better application of the material
- Establishes a consistent language that fits with all leadership styles
- Has immediate, real-world application
- Teaches communication skills that improve One-on-One conversations
- Provides specific coaching skills that can be applied immediately
- Establishes an internal coaching structure that gives leaders and managers the tools to talk through and resolve challenges
- Helps individuals achieve balance between their needs and those of the organisation's change objectives

THE PROCESS

Coaching Essentials for Leaders is for people who seek to develop others to increase their effectiveness and influence within their organisations. This program is dedicated to increasing their ability to integrate coaching into their current leadership style.

Outcomes: Leaders who participate in this program will be trained to utilise coaching skills that support others in taking focused and purposeful actions. This ability increases their organisations' productivity, growth, business results, and industry impact.

Approach: Coaching Essentials for Leaders encourages leaders to examine their current behaviours and leadership styles while experiencing how the use of coaching skills can make them more effective.

Learner-Centred Delivery:

This workshop is designed to create a collaborative and interactive learning environment. Short materials segments of information stimulate conversations, whilst the facilitators draw out the learning points from the participants, thus creating a highly productive learning experience.

Large And Small Group Discussions:

Numerous interactions are built into the training design. Skill practices occur throughout the training with small groups of two or three people. We recommend that the participants bring current work improvement situations to the skill practices, thereby giving them an opportunity to do real work as they practice coaching and being coached.

Customised Scenarios For Practice:

If desired, Blanchard will work with a client to develop specific in house scenarios that relate to common situations and that provide a focus for discussion, demonstrations, and/or skill practices.

Follow on Coaching Sessions: Research shows that training followed by coaching turns a training event into a learning process, thereby leveraging training impact on investment. The focus is on applying the coaching concepts within the workplace and discussing areas of concern for the leader.

TRAINING DESIGNS

Coaching Essentials for Leaders includes two distinct segments: the training component to learn and practice the skills, and individual follow on coaching sessions to support and apply the learning.

Training: Coaching Essentials for Leaders is offered on-site in a 1 to 1 ½ day format. The following areas are threaded throughout each training session:

- Coaching skills
- Coaching processes
- Coaching skill practices

Individual Coaching Sessions: After the training, each participant receives a minimum of three Tele-Training sessions. All individual Tele-Training sessions are approximately 45 minutes long and are held over the telephone. The primary benefits of these Tele-Training sessions include:

- Increased content application and retention
- Improved communication between participants and their direct reports and teams
- Effective practice and evaluation of coaching skills

Delivery Options:

- On-site Delivery
- Seminars and Public Workshops
- Training for Trainers

INQUIRIES:

For more information please contact Blanchard International, New Zealand on:

Phone: 0800 25 26 24 or +66 27 510 5009

Website: www.blanchard.co.nz

Email: admin@blanchard.co.nz

What Participants Are Saying:

“The most important learning was the power of listening (by not talking) and empowering staff to find solutions to their problems.”

“This program contains practical exercises to road test coaching”

- New Zealand Local Government

“The Coaching Essentials program was outstanding! I’m going to use the coaching process immediately. I’m aware that I have to practice the ‘What,’ ‘How,’ and ‘When’ questions until they come naturally. I would strongly recommend this program to my colleagues.”

“I was given the opportunity to take this class as an experiment. I was very eager to see what I could learn about my coaching, because the majority of my work day is spent coaching managers in problem resolution and decision making. I have a tendency to be too directive in the interest of time. Learning to ‘get to the heart of the matter’ and to ‘make each conversation productive’ will make me more effective and will improve my leadership ability.”

What The Authors Are Saying:

“Effective leaders understand that the key to driving business results is developing and empowering their people to achieve the strategic objectives of the organisation. Coach-like leaders are simply more proficient in inciting their people to stretch and meet their targets.”

- Scott Blanchard, Author, Vice President of The Ken Blanchard Companies

“Coaching Essentials for Leaders does not attempt to make leaders into coaches. Rather, leaders are encouraged to examine their current attitudes, behaviours, and leadership styles while learning coaching skills that make them more effective managers.”

- Madeleine Homan, Author, Vice President of Blanchard Coaching Services and Master Certified Coach

“Coaching Essentials for Leaders is dedicated to improving leaders’ skills – particularly their ability to coach. The program addresses the single biggest problem managers and leaders face today: maintaining the balance between caring for their people and being tough when needed.”

- Linda Miller, Author, Corporate Alliance Executive for Coaching and Master Certified Coach