

LEADING TEAMS

# LEADER AS A COACH



- **Instructor-Led Training (Workshop)**
- **Virtual Instructor-Led Training (Web-based)**
- **Self-paced Course**

This course helps leaders become better at coaching their team members for performance. Through videos, activities and well-established frameworks, leaders are exposed to the knowledge and tools they need to assess their team members, identify gaps and guide them towards the best way forward.

## Modern organization needs

Great leaders don't just manage their teams but develop their team members' skills and build a culture of consistent performance. They encourage openness and guidance, creating a cohesive unit that is aligned to organizational goals.

## Key Takeaways

- Understand the meaning and importance of coaching for performance
- Understand the gaps in performance to plan an effective coaching intervention
- Apply a structured approach to bridge the performance gap
- Discover the challenges of coaching for performance and ways to overcome them
- Apply learning and analyze actions in a simulated environment

## Who should attend?

- First Time Managers
- First Time Leaders

## Course outline

- What is coaching? What isn't it?
- Coaching roles – coach and coachee
- Coaching for performance
- Understanding coaching needs – SWOTAF
- Managing development and coaching effort – Conscious competence, KPIS and performance gap analysis
- GROW model of coaching