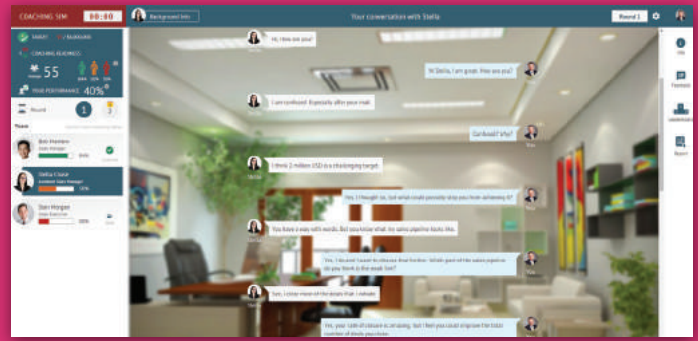


Leading Now

Leading Teams

Leader as a Coach



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.

Leaders don't Just Manage

Great leaders develop their team members' skills and build a culture of consistent performance. They encourage openness and guidance, creating a more cohesive unit aligned closely to organizational goals. And they do it by knowing not only what to fix, but how to fix performance gaps.

Key Takeaways

- Understand the meaning and importance of Coaching for performance
- Identify 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 participants' actions in a simulated environment

COACHING *Simulation*

This simulation helps participants learn the essentials of coaching. As the Manager of a team with ambitious targets, the participant needs to identify gaps, address each member's needs for upskilling, make the right choices, and coach team members into achieving their individual goals.

Course Outline

- What is coaching and what it isn't
- 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
- Debrief session

Competencies Covered

- Performance Management
- People Management
- Driving Results
- Contextual Leadership

Learning Format



ILT
(WORKSHOP)



VILT
(WEB BASED)



SELF-PACED
COURSE

Who should attend?

- First Time Managers
- First Time Leaders
- Middle Managers