

Manager As Coach



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Want to improve employee performance and engagement by 70%? Managers who use a coaching style over other management methods have shown to also improve team effectiveness by 51%, communication skills by 72%, relationships by 73%, and time management by 57%, in addition to satisfaction and return on investment by 86%! Learn how to use a coaching style that facilitates employees solving their own problems and produces greater engagement to achieve organization goals. It makes the manager's job significantly easier while fostering greater leadership influence and professional development. This program is based on **certified standards** conducted by a certified business coaching. This methodology is essential throughout the year and particularly beneficial when conducting performance reviews and ongoing development.

DURATION: 2 – 3 days

**IN THIS CLASS
YOU WILL:**

- > Learn how the coaching style produces a higher level of employee engagement, innovation, and satisfaction in meeting organization goals.
- ✓ Learn when and how to use a simple coaching conversation that inspires and guides others to resolve problems and achieve greater development potential.
- ✓ Practice coaching conversations and techniques to confidently gain immediate benefits.
- ✓ Create a professional development plan that can be used in an ongoing basis to accelerate results and replicate sustainable success.

Activities include individual assessment, demonstrations, numerous exercises, and group discussions. You will develop skills that are long-term and self-sustaining. You will improve performance in ways that maximize professional and personal potential.

AGENDA:

- The coaching methodology and core value of leadership
- Self-assessment of your individual coaching style
- Live demonstration of a coaching conversation
- Communication styles, active listening, questioning and feedback
- Application of coaching structure and techniques in real conversations
- Create a personal development plan with templates that facilitate success

WHO CAN BENEFIT:

This program is appropriate for managers, leaders, and Human Resource (HR) professionals who want to manage employee and team performance, engagement and satisfaction much more effectively. In addition to improving the annual performance review conversation, this program elevates leadership competence to deal with problems, resolve conflict, manage change, and discover how to bring out the best in everyone.

"I've been through a lot of self-improvement and personal development seminars and books, yet I definitely got more valuable insight that I could actually apply and use for real improvement from the session that you did than all prior books and events combined." [Click here for more testimonials](#)

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