

# COACHING SKILLS FOR LEADERS

*This is a highly participative, two-day training event. The programme provides you with the models, framework, practice and feedback to develop your own abilities to coach and develop your people.*

## Why this course?

The role of leaders increasingly includes the ability to coach and develop the talent of your people. Without this ability, you risk creating an organisation too dependent on senior leaders. This is not a resilient organisation, especially in times of growth. A major challenge for leaders in these complex times is to share wider accountability with other people ready to assume it. Leaders must let go of some power, in order to help their organisations be more sustainable. The truth is that leaders do not have all of the answers, so must develop skills to encourage others to share their views.

## What you will learn on this course

- A globally-applied model for coaching others.
- The areas of practice where you are strong as a coach, and where you need to develop, using the eMerge™ feedback tool.
- When people are ready for coaching and when they are not, so that you can apply your energies productively.
- Insight into your personal style around coaching and developing others.
- A personal development plan to guide your ongoing coaching efforts.
- How other leaders have developed a mindset for coaching.
- How organisations create a wider coaching culture.

“Our promise to you is that you will leave this course aware of your own coaching strengths and development areas, and able to contribute to building a wider coaching culture.”

## During the programme

Participants complete an online coaching diagnostic – eMerge™ and receive feedback from this during the programme. This clarifies your areas of current strength and focuses any development you need.

The programme itself is very experiential. Our topics include a positive mindset for coaching and practising the skills of coaching, such as questioning, listening, exploring for creative options, empathy, being goal-focused and reviewing progress. Participants work in small groups, learning about coaching from the perspectives of the coach, the person being coached and as an outside observer.

## Benefits for participants

- Develop the talents of people in your team, for the good of your organization.
- Share accountability wider in your organisation, so that your team is more sustainable and resilient.
- Learn to encourage people to think through their own solutions, rather than you providing all the answers.
- Improve performance levels through engaging the ideas and energies of your people.
- Reduce your own stress levels, by removing the presumption that you must provide all the solutions.
- Gain satisfaction, and positive reputation, from developing the careers of others.

## For more information contact

Rob Sheffield  
e [rob@bluegreenlearning.com](mailto:rob@bluegreenlearning.com)  
m +44 (0)7811 944782