Coaching Skills for Managers

About:

Managers are often expected to encourage, guide and motivate employees to grow and develop. The most effective way to do this is to give employees guidance by using a 'coaching leadership style'. This training will focus on how Managers can develop these coaching skills. Participants will learn how to develop the potential qualities of their employees so that they perform optimally. Our experienced and creative trainers provide an innovative and engaging program that is customized to your organization.

Results:

• Participants have insight into their coaching skills and know how to effectively implement them into the workplace
• Participants know how to conduct effective conversations, linked to employee development and improvement
• Participants know how to switch between different the coaching styles
• Teams are performing optimally

Approach:

During this training participants will start to develop new skills to stimulate and motivate their employees as a manager. With different exercises they learn to give practical guidance in a coaching way. They not only develop different coaching styles, participants also learn how to develop a successful team and to turn resistance around. When someone coaches, they themselves are the most important 'means'. Participants will get to know their own qualities and challenges with regard to coaching and they are invited to practice with the development and deployment of the behavioral repertoire in this area.

Experiential Learning:

This training is given on the basis of our experiential learning approach. This means participants will work on their learning goals under the guidance of an experienced trainer, together with professional role play actor. The actor provides realistic practice simulations and applies proven theater techniques that will challenge participants to discover and use more effective behaviors. This has proven to be a very effective training method that helps our learners take the next big step in coaching leadership.