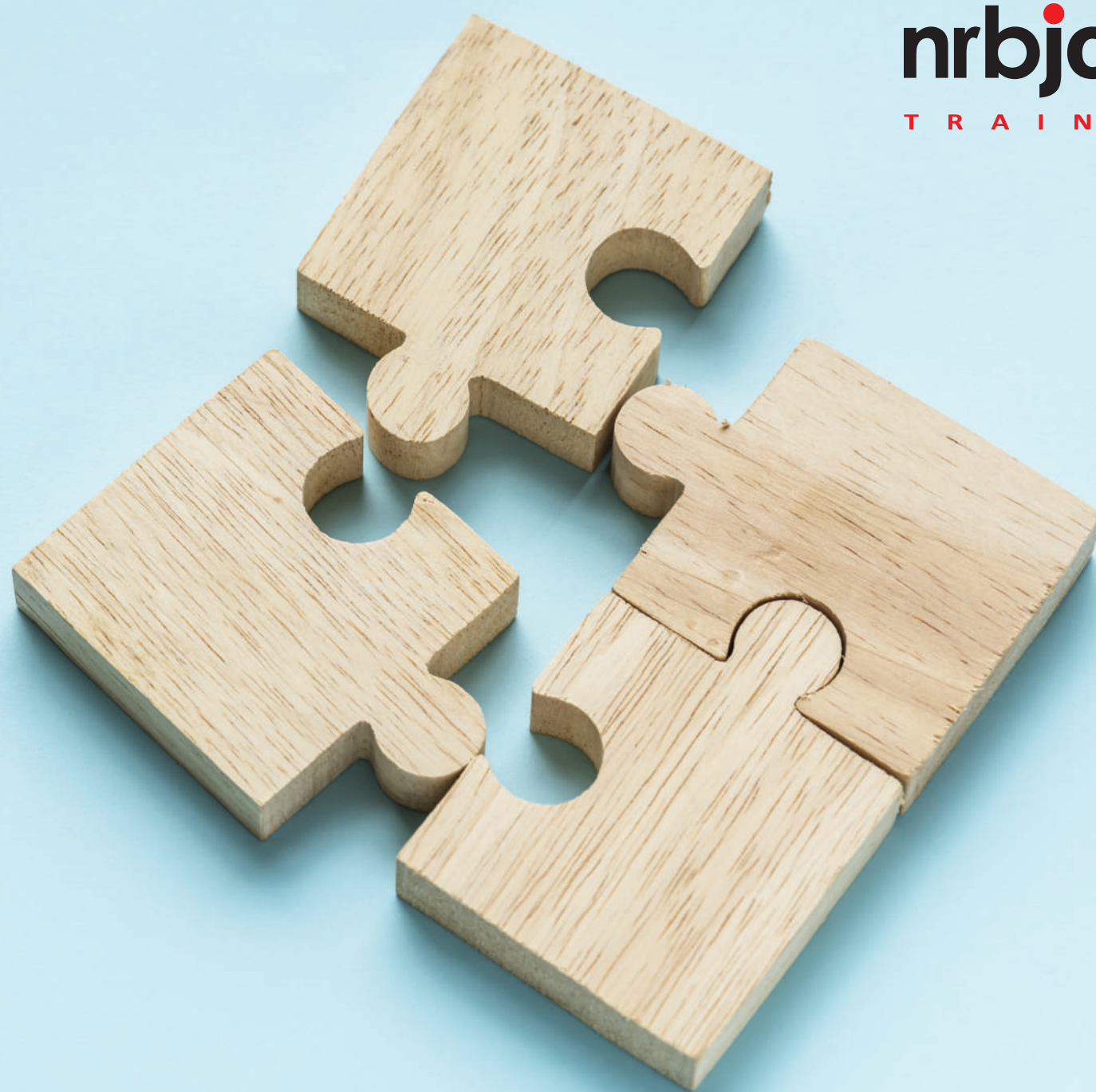


ESSENTIAL COACHING SKILLS FOR MANAGERS

With



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PROGRAM OVERVIEW:

One of the common challenges that leaders face is getting people to see the blind spots and points of resistance that keep them from intentionally moving forward. Telling people what is wrong is an inefficient way of changing behaviour. Using threats and offering rewards for change also do not produce long term results.

The most powerful way for a leader to change people's minds is to help them to think more broadly for themselves using a coaching approach. Listening, reflecting on what you hear and sense, and then asking powerful questions can actually change how a person sees himself and the world around him. These discoveries lead to permanent and positive behavioural change.

Leaders who are committed to helping others grow their mind as well as their skills will be most successful in this quickly changing world.

Designed as a highly interactive learning experience, this program will give leaders new approaches to creating breakthrough moments in their performance and development conversations. Participants will walk away with practical skills and renewed confidence about how to truly help others think more broadly for themselves.

PROGRAM BENEFITS

BENEFITS DERIVED BY PARTICIPANTS INCLUDE:

- Generates improvements in individuals' performance/targets/goals
- Increased openness to personal learning and development
- Helps identify solutions to specific work-related issue
- Greater ownership and responsibility
- Developing self-awareness
- Improves specific skills or behaviour
- Greater clarity in roles and objectives
- Corrects behaviour/performance difficulties
- Develops people and gets the task done concurrently
- Frees up managers time as 'coachees' become more autonomous

BENEFITS TO THE ORGANISATION INCLUDE:

- Allows fuller use of individual's talents/potential
- Demonstrates commitment to individuals and their development
- Higher organisational performance/productivity
- Increased creativity/learning/knowledge
- Intrinsically motivates people
- Facilitates the adoption of a new culture/Management style
- Improves relationships between people/departments

LEARNING METHODOLOGIES

- Demonstrations
- Facilitation
- Personal coaching
- Group coaching
- Small & large group discussions
- Skill practice
- Dyad & triad sessions
- Personal study

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COURSE DETAILS:- CHANGE IN MINDSET

A fixed mind set is the belief that one's intelligence, talent and other abilities are set in stone. It is believed that one is born with a particular set of skills and that can't be changed. How to effectively promote and facilitate Mindsets, in themselves and others that embrace change instead of resisting it. Organisations are, in turn, able to realise the benefits of a project or implementation much faster.

COACHING SKILLS

- Foundational principles of coaching
- How to think, listen & speak like a coach
- Advanced listening
- Powerful questioning
- Crafting powerful goals, strategies & actions
- Designing effective accountability & feedback systems
- Creating support structures
- Aligning internal & external environments
- Using NLP, positive psychology, visualization & other techniques in coaching

OPTIONAL CONTENT / CONSIDERED FOR MORE EXPERIENCED LEADERSHIP TEAMS

- Various coaching models (grow, create, oracle, game, c.o.a.c.h. etc)
- Using & designing coaching tools & models

PROGRAM FLOW:

MODULE ONE

One will learn what is coaching and how it differs from mentoring, consulting, training and counselling.

MODULE TWO

One will learn advanced techniques in speaking, listening and thinking like a world class coach.

MODULE THREE

One will learn how to ask powerful coaching questions that lead to insight and change.

MODULE FOUR

One will learn how to help your clients move from a dilemma into insight into action. You will learn how to quickly and effectively bring your clients results faster and better.

WHO SHOULD PARTICIPATE?

Managers and Team Leaders