

THE COACHING MASTER CLASS

- Practical Coaching for Busy Leaders and Managers
- Simple , Realistic and effective approach to build coaching habit
- Powerful toolset to build performance and development culture in teams

Why such skills are critical to professionals today?

- Leaders who ignore coaching style are passing up a powerful tool: its impact on climate and performance are markedly positive. Although the coaching style may not scream “bottom-line results,” it delivers them.

- Daniel Goleman

- Leaders who have mastered four or more—especially the authoritative, democratic, affiliative, and coaching styles—have the best climate and business performance.

- HBR Review March 2000

So , How do we transfer this learning?

- Participative / Interactive
- Real world examples
- Videos & Demonstration
- Concepts & Theories
- Feedbacks
- Action plans
- Role Plays

Program Flow

DAY 1

Module 1: Understand Coaching & Mentoring – Getting Started

- Coaching Vs Training Vs Managing – Group Activity
- Coaching Vs Mentoring – Exercise
- Management Styles (Competence / Enthusiasm Matrix) to build team – Team exercise

Module 2: Communication

- Social Style Inventory (Merrill & Reid)- Impact on communication styles
- Understanding Strengths of your styles – Exercise
- Understanding other styles – Exercise
- Flexing your communication styles -Exercise / Activity to Flex styles

Module 3: High Impact Coaching

- Coaching Situations – How to Identify
- Active Listening – Exercise
- Asking Questions – Exercise
- Building Rapport (Including Mirroring) – Videos
- Empathy (Vs Sympathy) – Tell vs ASK continuum
- Coaching Conversation Demonstration by Facilitator
- Coaching Videos
- Coaching Practice in TRIADS (feedback from Facilitator)

DAY 2

Module 4: The Coaching Habit (Say Less and Ask More)

- The Kick Start question
- The AWE Question
- The Focus Question
- The Foundation Question
- The Lazy Question
- The Strategic Question
- The Learning Question

Module 5: High Impact Coaching

- Practice Sessions in Triads among participants using Measures of Success
- Facilitator Feedback
- Video Recordings by participants of coaching session

Module 6: Closure / Q & A Session

DAY 1 & 2

- Program designed on 70-20-10 Principle
- Theory , Observations & Reflections supported with role plays, feedback , demonstration by facilitator & videos
- Practice & feedback sessions (close to 3-4 hours) provided to help participants learn and be confident to practice independently – Video recording of sessions to facilitate recall & reference

About Facilitator



Deepak Sawhney

Associate Certified Coach - ICF
Human Potential Assessment Coach
Certified DISC Coach

1987-2012,

Corporate Experience in Leadership roles - Sales, Marketing Operations (17 years), Learning & Development (8 years); worked with Market Leaders in Energy (Retail) and BFSI companies.

Since 2013,

Leadership Coach & Facilitator/ Trainer. Facilitation and Training Senior Executives in Corporates on varied behavioural areas involving different nationalities globally drawn from diverse industry/ sectors. More than 1200 hours of coaching CXOs & Senior Executives.

- Coached CXO and Senior executives in Large Corporations / MNCs in varied behavioral areas & skills.
- Facilitator & Trainer for Senior to mid management in corporate - Managerial & leadership excellence areas viz Coaching, Influencing, Collaboration, Executive Presence , Story Telling , Impactful Communication , First time leaders , Team Building , High Performing teams & many more.
- Conduct motivational talks speaking session at Forums, Conclaves & off –sites.
- Empanelled Facilitator with Corporate / Leadership university at a Indian Major Oil & Gas Company , MNC Bank & Pharma/Medical Multinational.
- Associate with major Global Training / Coaching Companies & Consulting Companies.

Certifications:

- Executive Coaching with Marshall Goldsmith
- Certified on PPA (DISC)
- Certification on Leadership effective analysis (LEA) by MRG – a 360 tool.
- Certified Coaching Program by Neuro-leadership Institute (Dr. David Rock)
- Certified Human Potential Assessment Coach with Being Full Potential
- ACC Credentialing with ICF
- Undergoing Hogan Certification

Associations & Engagements:

- Country Ambassador-India for Asia Pacific Alliances of coaches (Singapore)
- Member –ICF (International Coaching Federation)
- Member - IAF (International Association Of facilitators)
- Facilitator to Change Makers at NGO – Global Action against Poverty
- Angel Investor
- Clients serviced from varied sectors - Healthcare, Energy, Oil & Gas (Retail), Pharma, Healthcare , IT, IT Services, Consulting, BFSI (Housing Finance , Banks , Insurance etc.) & Manufacturing.
- <https://www.linkedin.com/in/deepak-sawhney-b485307/>

BDT 12,000/- +VAT

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NRB JOBS TRAINING CENTER