

The Manager As Coach

"If you're a leader, you also must be a coach to be successful in today's business environment."



INSTRUCTOR: Deborah Avrin, SPHR

DESCRIPTION: This workshop focuses on all aspects of managerial coaching situations. Participants first receive feedback on their coaching skills. Then, participants complete activities and learn to adapt their coaching approaches based on behavioral indicators of employees. Company specific coaching situations are practiced in the workshop to better translate learning to on-the-job application.

WORKSHOP OBJECTIVES: The participant will learn how to

- Assess their coaching strengths and development needs through a "Coaching Inventory"
- Develop a Coaching Mindset
- Establish expectations for your team members
- Discuss effective feedback methods including handling difficult situations
- Practice MBWA during On-the-Spot Coaching
- Identify strategies for formal coaching based on the willingness and ability of employees
- Plan and practice a formal one-on-one coaching situation

WHO SHOULD ATTEND: New and experienced team leaders, supervisors and managers.

LENGTH: Half Day program

SUPPLIED MATERIALS: Participant Manual, Coaching Inventory, plus supporting materials.