

## Manager as Coach

### WHO IS THIS FOR

This development programme is for line managers who use the skill of coaching others as part of their role.

### Structure

Two days and then a third study day after three weeks. (approx)

### THE AIM OF THE PROGRAMME

As a manager, coaching skills are a vital tool to allow you to get the best from your team.

This programme will develop your ability to use coaching as a key management style and enable you to carry out workplace coaching with your direct reports.

### WHAT YOU WILL LEARN

By the end of the programme you will:

- Describe what workplace coaching is & how to apply it
- Recognise & utilise opportunities that would benefit from workplace coaching
- Use an appropriate model to structure coaching
- Use coaching to have quality 1-1 discussions and to empower others, enabling them to solve problems, make decisions & deepen their own learning
- Supportively challenge thinking to widen choices, perspectives and decision making
- Use a range of tools & techniques to explore behaviours & relationship dynamics

### PRE-COURSEWORK / LEARNING MATERIALS

You will need to have completed the coaching conversations eLearning module and assigned pre reading prior to attending this course. Details of this can be found [here](#).

#### Course Times

10.00am – 16.00pm on each of the attended learning days.

#### Locations

- ❖ Dates and locations can be viewed on the [Rolling Calendar](#)

Your manager must agree that this meets your development need. To book a place please complete the booking form on [People First](#).

For general enquiries, please contact [HR Direct](#).