

# Coaching for Managers Programme

## INSTRUCTOR-LED TRAINING

The latest Gallup research shows that the key to improving employee engagement by up to 20% is talking to or coaching your people - having meaningful conversations about their lives, their work, what they naturally do best and how it all comes together.

The right conversations using a workplace coaching approach, focus on CliftonStrengths - because CliftonStrengths gives managers and employees alike a better understanding of why things are the way they are, and which levers to pull to improve a given situation.

### What kind of Leader do you want to be?

The manager who leads others to accomplish great things by doing what they naturally do best, every day? Or the boss who can't put employees in a position to play to their strengths? More important, who do your employees want to work for?

### Who Should Attend

All managers who want to make a positive performance impact on individuals and teams.

### What You Can Expect

Learn how to improve employee performance using a strengths based, workplace coaching approach.

During this programme, you will learn how to integrate the principles of strengths-based development into your workplace coaching by:

- helping individuals understand their unique strengths within the context of others
- Improve your workplace coaching skills
- Using strengths-based development to address specific team-related issues and challenges

### Program Format

Two and ½ day course

### Prerequisites

None

### Day One – Strengths Insights

The theory behind coaching for performance,

The role of the Manager as a workplace coach

Gain insight into your own CliftonStrengths top 5 profile

(Includes your top 5 strengths assessment code and StrengthsFinder 2.0 e-book)

### Day Two – Practical Strengths based Coaching

Practical coaching considerations

- Building trust
- Name, claim and aim
- Practical coaching experience (1-1)

Understand your team's strength profile and ensuring its success

(Includes printed resources and templates)

### Day Three – Developing Others

Setting objectives and the individual development plan

Understanding theme requirements and potential blind spots

### Post Programme:

Coach three employees on their Individual Development Plan

One Coaching review session with a Gallup Certified

### Logistics:

Cost: R6, 995 excl. VAT, per person

Programme Type: This is a public programme

In-house programmes will be quoted on an individual basis

- This programme is can be used in part requirement for a Diploma in Management (Institute of Leadership and Management UK)