

## 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 3 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 this programme, you will be able to:

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

### PRE-COURSEWORK / LEARNING MATERIALS

You will need to have completed the [Coaching Conversations](#) course and [Manager as Coach – Pre-Course Learning](#) prior to attending this course.

#### Course Times

09.30am – 16.00pm on each of the attended study days

#### Dates

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

Your manager must agree that this meets your development needs.

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