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**Learning Style: Virtual Classroom**

**Technology:**

**Difficulty: Beginner**

**Course Duration: 2 Days**

## Effective Leadership Through Coaching



### About This Course:

In the face of rapid, disruptive change, companies understand that command-and-control leadership is no longer viable. As a result, many firms are moving toward a coaching model in which managers facilitate problem solving and encourage employees' development by asking questions and offering support and guidance

rather than giving orders and making judgments. Leaders can use the GROW and Thought models of coaching to become more skilled at listening, questioning, and drawing insights out of the people they supervise.

This course has been approved for 14 PDUs | 14 CDUs

### **Course Objectives:**

- Learn how coaching can help employees achieve their full potential
- Recognize common coaching challenges
- Explain the key principles of the Thought model
- Understand the four steps of the GROW model
- Create important guidelines for providing feedback
- Apply strategies that will motivate employees

### **Audience:**

- Anyone managing the performance of others, including executives, managers, supervisors and team leaders will benefit from this course.

### **Prerequisites:**

- None

### **Course Outline:**

#### The Purpose and Effect of Coaching

- What is Coaching?
- Characteristics and Beliefs of the Effective Coach
- Coaching Obstacles
- Knowing When to Manage and When to Coach

#### Coaching and The Thought Model

- The CFTAR Thought Model
- Point of View and Belief Systems
- Applying The Thought Model
- Facts vs. Stories

## Coaching with the GROW Model

- Goals in the Context of GROW
- Clarifying the Current Reality
- Exploring the Past
- Developing Options and Choosing the Approach
- Creating the Final Plan

## Navigating The Coaching Process

- Dimensions of Trust
- Identifying Obstacles and the SPAR Process
- Overcoming Resistance
- Giving Feedback Effectively
- Motivating Your Employee