



Program Overview

Effective leadership is no longer about directing and managing—it's about **coaching and empowering teams**. Leaders who develop coaching skills create an environment where employees feel supported, engaged, and motivated to reach their full potential.

This **4-hour interactive workshop** is designed to equip leaders with **practical coaching techniques** that foster team growth, enhance communication, and drive organizational success. Participants will learn how to apply key coaching methods such as **active listening, powerful questioning, and constructive feedback**, and explore the **GROW coaching model** to guide employees toward achieving their goals.

Through **role-playing, real-world scenarios, and peer feedback**, leaders will develop hands-on coaching skills they can immediately implement in their workplace to **enhance team performance and productivity**.

Program Objectives

By the end of this workshop, participants will be able to:

1. **Understand the Role of Coaching in Leadership** – Recognize how coaching differs from managing and mentoring and its impact on team development.
2. **Develop Essential Coaching Skills** – Master **active listening, powerful questioning, and constructive feedback** to guide and support team members effectively.
3. **Apply the GROW Coaching Model** – Learn how to use **Goal, Reality, Options, and Will to Do** as a structured approach to coaching.
4. **Overcome Common Coaching Challenges** – Address issues such as **employee resistance, time constraints, and balancing responsibilities** while coaching.
5. **Create a Coaching Culture** – Foster continuous learning, empower employees, and implement coaching best practices within their teams.

Target Audience

This workshop is ideal for:

- **Supervisors & Team Leaders**
- **Managers & Department Heads**
- **HR Professionals & People Development Specialists**
- **Anyone in a leadership role looking to enhance coaching capabilities**

Workshop Agenda (4 Hours)

Module 1: Introduction to Coaching & The Leader as a Coach (45 mins)

- **What is Coaching?** Definition and its role in leadership.
- **Coaching vs. Managing vs. Mentoring:** Key differences and when to apply each approach.
- **Benefits of Coaching in Organizations:** How coaching enhances employee engagement, retention, and performance.
- **Group Discussion:** Sharing leadership experiences—managing vs. coaching.

Module 2: Key Coaching Skills for Leaders (60 mins)

- **Active Listening Techniques (E.A.R. Model)**
- **Asking Powerful Questions:**
- **Providing Constructive Feedback:**

Module 3: The GROW Coaching Model (45 mins)

- **Understanding the GROW Model**
- **Guided Exercise.**
- **Group Discussion**
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Module 4: Coaching in Action & Creating a Coaching Culture (45 mins)

- **Overcoming Common Coaching Challenges:**
- **Developing a Coaching Mindset:**
- **Measuring Coaching Effectiveness**
- **Interactive Role-Playing**

Wrap-Up & Action Planning (30 mins)

- **Summary & Key Takeaways**
- **Personalized Coaching Action Plan**
- **Q&A and Closing Reflections**

Delivery Methods:

- ☑ **Interactive Discussions & Group Activities** – Engaging participants through real-world leadership challenges.
- ☑ **Role-Playing & Peer Coaching** – Practicing coaching skills in a risk-free environment.
- ☑ **Case Studies & Best Practices** – Learning from real-life coaching examples.
- ☑ **Action Planning** – Ensuring participants leave with a practical strategy to implement coaching in their leadership roles.

By the end of this **highly interactive workshop**, participants will have **practical coaching skills** that can be immediately applied to **motivate teams, enhance communication, and drive workplace productivity**.

Certification Requirements:

- **Active participation** in discussions and exercises.
- **Completion of role-playing coaching activities.**
- **Submission of a coaching action plan.**
- **Demonstration of key coaching skills (listening, questioning, feedback).**

Participants who successfully complete these assessments will be awarded a **Certificate of Completion** in "Coaching Skills for Leaders."

Participant Assessment Methods

To ensure participants grasp key concepts and demonstrate their coaching skills, the following assessments will be used:

1. **Self-Assessment (Module 1)**
 - Participants evaluate their current leadership approach and how coaching fits into their style.
2. **Practical Coaching Exercises (Module 2 & 3)**
 - **Active Listening & Questioning Practice:** Demonstrating listening techniques and formulating powerful coaching questions.
 - **Role-Playing Feedback Conversations:** Providing feedback using the SBI model.
3. **GROW Model Coaching Application (Module 3)**
 - Participants will apply the GROW model in a structured coaching scenario and receive feedback from peers and facilitators.
4. **Interactive Role-Playing & Peer Feedback (Module 4)**
 - Leaders will conduct a coaching conversation with a partner and receive constructive feedback.
5. **Coaching Action Plan Submission (Wrap-Up)**
 - Each participant will develop an action plan detailing how they will apply coaching skills in their workplace.