

# Coaching for managers

## Module aim

Coaching conversations are an important way to turn experiences into learning. Through coaching you can help people become more self-aware. You can reinforce strengths and explore challenges. You can also help people take responsibility for their actions and their development. Coaching helps improve an individual's performance on the job by enhancing current or acquiring new skills. During this module you will learn how to coach and practice your coaching skills in a safe environment.

## Who should attend?

Managers who are new to coaching or have little experience and managers wanting to update their coaching skills.

## Duration

1 day

## Learning outcomes

Learners will be able to:

- Explain what coaching is and when it can be used in the workplace
- Identify the benefits of coaching for the individual, the manager and the organisation
- Demonstrate the skills and behaviours of an effective coach
- Apply a recognised coaching model using effective questioning and listening skills
- Provide constructive feedback to support performance improvement
- Create a personal development plan for team members and evaluate progress.