

COACHING SKILLS FOR MANAGERS



The wide range of communication, influencing, and facilitation skills developed will help to create a more collaborative, high-performance coaching culture within your organisation. Our initial diagnostic will align the skills you need with your business drivers, so that you will be able to see fast and sustainable performance improvement in line with your business objectives. This will help to generate competitive advantage for your organisation, whether this is through increased innovation, improved productivity or enhanced customer relationships.

The course is accredited by the Chartered Management Institute (CMI) to Level 5 and delivered in partnership with Angus McLeod Associates, one of the UK's leading providers of business coaching and coach training.

Who Is The Programme For?

This advanced programme is ideal for experienced managers from all areas of your business who already have some experience of business coaching. They should already have a sound working knowledge of coaching techniques. Delegates will require access to at least one employee who will become their coachee for the practical work-based coaching practice.



Helps organisations develop a culture of coaching for sustainable competitive advantage

Why Should You Consider This Programme?

This Coaching Skills for Managers programme will provide your leaders and managers with a high level of coaching skills which will see them quickly achieve the highest levels of motivation and performance from their teams and ensure your business transitions to new and better ways of working.

Assessment, Evaluation and Follow-Through

Informal assessment and in-depth feedback is given during the workshops. Formal assessment consists of completion of a 2,000 word coaching assignment. Delegates are also expected to undertake at least 10 hours of work-based coaching practice and maintain a coaching diary outside of the training days.

The Programme – Outline of Modules

The five workshops aim to develop 25 core coaching skills across the following modular format

- Day One** Understanding Coaching and its Benefits
- Day Two** Developing Coaching Skills
- Day Three** Goal Setting and Refining Coaching Skills
- Day Four** Understanding Motivation and Conflict
- Day Five** Expanding your Coaching Techniques

Delivery is flexible and uses accelerated learning, neurolinguistic programming and techniques drawn from emotional intelligence to tap into participants' multiple levels of intelligence.

Upon completion of the course, delegates will be awarded the CMI Level 5 Award – Introduction to Coaching and Mentoring – with the option of working towards the CMI Certificate and/or Diploma, by completing further units (details available on request).

How Does The Programme Work?

The programme has been designed to be as flexible as possible around your business needs. It consists of five one-day modules which are run over a period of six months; training is delivered in small groups, either in your workplace or at a convenient local venue.

Each workshop combines practical hands-on learning with participative coaching sessions. Group learning is facilitated by highly experienced and qualified tutors. Co-coaching groups will also be set up within the group cohort to help support and develop learning. The Level 5 Award is awarded on satisfactory completion of all modules, with accompanying assignments.

About Angus McLeod Associates

This coaching programme has been designed and is delivered by Angus McLeod Associates, a highly reputed coaching and training organisation. The course tutors and facilitators are:

- Dr Angus McLeod – a trained counsellor, coach and facilitator, who has written three books on coaching, and designs and runs highly successful executive and business coaching programmes for blue chip organisations.
- Sue Noble – Sue has designed and delivered a vast range of management, coaching and communication courses and workshops for both large and small organisations.

The Skills Academy's unique Learning Engine integrates the five critical phases of the learning cycle: analysis; preparation; delivery; follow-through and evaluation. This facilitates a fully-integrated, systematic approach to work-based learning, customises learning, maximises economic benefit, and encourages continued learning.



Assured Excellence

The National Skills Academy for Manufacturing (the Skills Academy) is a beacon of security for employers. All providers delivering the Skills Academy's products have successfully completed a thorough validation process, proving their competence to deliver world-class subject knowledge through leading-edge training and techniques tailored to the manufacturing sector. This ensures they deliver the best content in the most powerful and cost-effective way possible, so that programme members receive the best value training to world-class standards.