

Manager as a Coach

Do you want your Managers to be able to develop their team-members and help them grow, professionally and personally?

Do you want your Managers to improve their team's overall productivity?

Do you hope that your managers are able to use Coaching as a tool to impact bottom lines?

Do want your Managers to create a culture of self-learning and self-management?

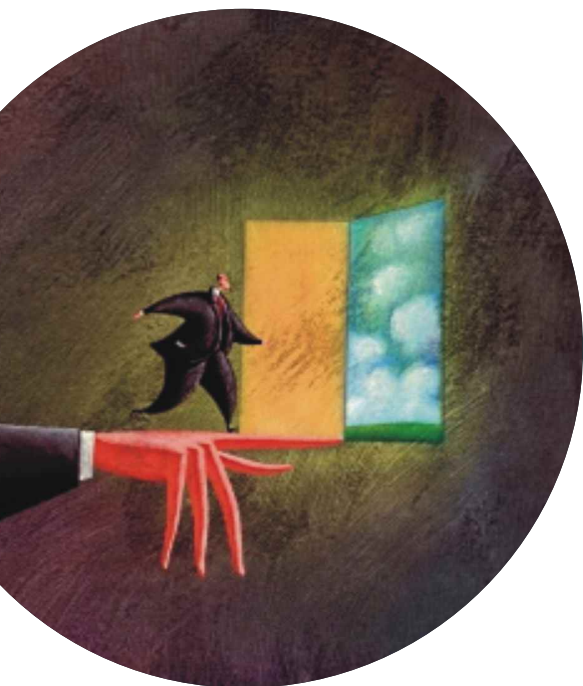
Do you want your Managers to switch from being doers to better delegators?



Then this program for middle & senior level Managers is just what you're looking for.



Deeper Roots. Stronger Growth.



Key Objectives * of this program:

At the end of this Program, your Managers will be able to:

- Understand the importance of coaching as part of their leadership role
- Understand the competencies required for coaching
- Demonstrate the skills of coaching
- Practice the skills of coaching

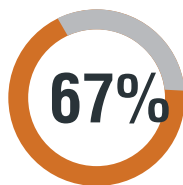
* The exact objectives and programme design would be customized and finalized based on the data gathered from the pre-programme study.

Some clients who have chosen to develop their Managers as Coaches with us:

HDFC Bank, Taj Hotels, Varian Medical Systems Software India Pvt Ltd., Accenture, Atlas Copco etc.

Why is Coaching recommended as a Management style?

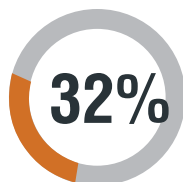
In a recent study done on 100 top Managers from Fortune 1000 companies, analysis showed that thanks to coaching as a management style:



Teamwork had improved by nearly 67%



Customer service improved by 39%



Retention of management talent increased 32%



Job satisfaction had improved by over 50%

Significantly, from an organizational perspective, the same studies showed that introducing coaching as a culture for managers had given ROI worth more than six times their investment! Not surprising isn't it? When you have internal talent that can coach people to performing better, why depend on external coaches who also cost more?

* SOURCE: Manchester Inc. (Based on 100 executives from Fortune 1000 Companies) 2001 & ICF Global Coaching Client Study, 2009

For whom is this program?

Middle & Senior Level Managers

Structure:



Pre programme Study:

1 day



Face-to-Face Programme:

3 days



Follow-up & Review:

3 days - 1 day, as a monthly touch point, for 3 months



Certification (Optional):

3 days



No. of Participants:

18-20 people

Methodology:

- Use of Role plays, Case studies, Questionnaires and discussions
- Video feedback on their coaching skills
- Action plan on coaching and learning buddies who will support their learning as coaches

Indicative Contents:

- Role of a leader in people development: benefits of coaching
- Performance coaching as a tool for development and performance improvement
- Distinctions between coaching, mentoring, advising, counseling
- Skills for coaching: inquiry, questioning, advocacy, paraphrasing, clarifying, actioning etc.
- The coaching process: The how of coaching
- Defining goals for coaching
- Creating strategies and action plans for performance improvement
- Tracking the progress of coaching on performance
- Video-based role plays on performance coaching
- Application of performance coaching concepts to real teams/people
- Action planning and closure

Details of
Our Approach

What happens when your **Managers work as Coaches** after this program?

The role of managers today is changing. Traditional managerial techniques that have worked in the past are no longer as effective. What is now needed is a transformation in approach. Coaching is a proven way for managers to inspire their team towards higher levels of performance by being a mentor & guide rather than a bossy manager. This program aims to teach the skills and competencies of coaching as a managerial technique.

The International Coach Federation (ICF) adheres to a form of coaching that honors the Coachee as the expert in his/her life and work and believes that every coachee is creative, resourceful, and whole (Empowerment / Identity). **At Pragati Leadership, all of our Coaching programs fully subscribe to ICF's core competencies to transform participants in more ways than one.**

After this program, your managers are likely to:

- ▶ Enhance their personal and professional potential
- ▶ Expand their work-context to consider their whole persona and the organization
- ▶ Work from core values
- ▶ Constantly look to connect short term plans to longer term strategies
- ▶ Seek balance in everything they do
- ▶ Promote a workable, sustainable future
- ▶ Remain available, all the time, without feeling compromised

Now, isn't this what you are seeking for your Managers?

To know more about how you can use the momentum gained through this program and make it a long-term, sustained intervention to develop Managers as Coaches, get in touch with us right away by **calling 020 6646 2900** or emailing **info@pragatileadership.com**

**25+ years,
600+ organizations
18+ sectors
1,00,000+ individuals
25+ countries.**



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