

EOH Coaching Programme for Managers

3 DAY course
2 days + 1 day

Overview

You can't be a great manager if you are not a good coach. The most powerfully motivating condition people experience at work is making progress at something that is personally meaningful. If your job involves leading others, the implications are clear: the most important thing you can do each day is to help your team members experience progress at meaningful work. To do so, you must understand what drives each person, help build connections between each person's work and the organisation's mission and strategic objectives, provide timely feedback, and help each person learn and grow on an ongoing basis. Having coaching conversations is essential. In fact, according to recent research the single most important managerial competency that separates highly effective managers from average managers, is coaching.



Achieving your Management and Leadership Goals through Coaching

Target Audience

The workshop will benefit anyone who wants to be a coach or is already fulfilling this role within their organisation, team or community, allowing them to impart their knowledge, experience and wisdom to others.

It will be of particular benefit to managers who wish to adopt a coaching approach towards managing and leading their teams.

Course Assessment

There are no formal assessments on this course but in order to complete it, delegates are required to:

- attend all three of the course days
- actively participate in exercises and discussions
- actively participate in all opportunities to engage with other delegates as part of practical application

Prerequisites

There are no pre-requisites for entry into this course.

Course Delivery

The programme comprises instructor-led training seminars, supplemented by readings, exercises and practical group work.

Various formats are available, ranging from public to in-house courses, as well as part-time, full-day or hybrid formats.

This course is run in collaboration with:



Learning Outcomes

By the end of this course you will:

- understand and be able to apply the principles of coaching and mentoring
- have an overview of various coaching approaches and their effectiveness in the workplace
- understand the implications of managing in a VUCA (volatile, uncertain, complex and ambiguous) world, and how to use coaching to navigate and lead colleagues and employees
- understand the boundaries of coaching for performance in the workplace
- be able to practice being an effective coach who is self-aware and effective at coaching conversations
- be effective in coaching conversations using various skills and techniques
- confidently assess behaviour and learning capabilities that affect work performance
- be able to initiate the coaching process to enhance performance, and
- develop a coaching plan including goal setting as well as reviewing and monitoring progress

Course Code: CoachM

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Course Content

Day 1 :

- What is the role of a coach
- Difference between coaching, mentoring, counselling and performance management
- Different approaches to coaching (i.e. people centred coaching, positive neuroscience and coaching, solution focused coaching, the GROW model, NLP, goal theory, appreciative enquiry, psychodynamic coaching and many more!)
- Coaching in a VUCA (volatility, uncertainty, complexity and ambiguity) world
- Boundaries of coaching for performance in the workplace.
- Overview of the coaching process
- Personal awareness in coaching

Day 2:

- Practice effective coaching conversations using the coaching process
- Overview of core coaching skills
- Focused listening techniques for coaching conversations
- Effective questioning skills
- Goal setting and facilitating accountability for outcomes
- Coaching programme planning and facilitation, how to track success

- What to do if things go wrong, and coaching beyond your boundaries of subject knowledge
- Practical coaching sessions

Day 3: (a month later)

- Application of coaching principles and methodologies within the framework and context of your business
- Practical coaching sessions with company specific tools and templates

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