

# The Manager as Coach

- 1-day program -

E&S Saxton Training and Development is thrilled to invite you to come along to this one day workshop where you can learn to increase your effectiveness to fulfil the role of “manager as coach.”

All business leaders recognise that coaching is critical to the successful development of their people and increasingly managers are asked to take on the role of coach in a workplace with huge 24/7 demands on their time.

## During this workshop you receive the opportunity to:

- Explore the foundation of coaching
- Recognise the principles and practices of coaching as a methodology for developing people, nurturing talent, influencing others and building business relationships high in trust
- Focus on your personal coaching skill development through engaging activities
- Investigate the role of emotional engagement when coaching others
- Test the readiness of people to receive coaching – as maybe you got this wrong in the past
- Feel the importance of listening and questioning when coaching through firsthand experience
- Share what has made coaching a negative or frustrating experience in the past
- Discover how giving feedback sets up the need for coaching
- Review how the success of your coaching is limited by the effectiveness of the way you delegated the work in the first place
- Identify the behaviour change that can make a difference for you when returning to the workplace

## Who should attend:

Anyone who relies on the performance of other people to achieve their business results because they could improve the quality, efficiency and effectiveness of these results by improving the way they develop and guide these people to deliver on the results. If you have people reporting to you then you will certainly benefit from participating in this workshop.



**Mandy Holloway's** empathy based style and her ability to intimately understand the on-going pressure faced by business leaders is grounded in her personal leadership experiences as a partner of KPMG and more recently the challenging experiences with her diverse client base. Combining her strong business background with her learning expertise means she designs, develops and delivers development initiatives that achieve sustainable results for her clients. Mandy's passion, dedication and courage touch everyone who participates in the development initiatives she facilitates.

## By the end of this highly impactful and energetic one day workshop each participant is able to:

- Identify their existing strengths and areas of development when coaching others
- Engage in more effective listening and questioning when coaching others
- Appreciate the importance of feedback to the success of their coaching
- Identify when a person is ready to be coached
- Acknowledge what they need to do to create the foundation to their successful coaching
- Use a well proven coaching methodology to improve the success of their coaching



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