

COACHING, MENTORING AND CHALLENGING

BUSINESS CHALLENGE

Managers are increasingly under pressure from the business environment. Their challenge is to take on new responsibilities, operate outside their comfort zone and ask their staff to do the same, while simultaneously achieving higher targets, with fewer people and resources. How you achieve the very best from your people is essential to success.

Business coaching is a management style that helps you to develop staff capability, improve performance and achieve improved business results. Coaching is a core management skill where you focus on your staff and help them to improve their performance.

TARGET AUDIENCE

If you have to manage the performance of others or want to support the development of new people then coaching is for you.

LEARNING OUTCOMES

On successful completion of this programme, it is expected you will have the tools to:

- Know how coaching can maximise the potential of those within your workgroup
- Recognise different situations, which require different management styles
- Employ coaching skills to improve the performance of those in the workplace
- Identify performance issues and deal with them confidently and positively
- Build the skill, confidence and responsibility levels of employees
- Manage your employees' workloads more effectively
- Proactively deal with workplace issues
- Help to clarify team and individual goals and objectives
- Plan and conduct effective coaching sessions
- Understand personal strengths and areas for further development for managing people

PROGRAMME STRUCTURE

Coaching, mentoring and challenging directly applies learning and coaching skills in an interactive workshop. You will leave with a business coaching plan to enhance your own performance and consequently the performance of your staff.

DURATION:	2 days
PROFESSIONAL DEVELOPMENT FRAMEWORK:	Capable Manager Developing Manager
FURTHER DEVELOPMENT:	Four Quadrant Leadership Leadership Leadership, Motivation and Team Building Developing a High Performing Team

“Significant research shows that great managers are great coaches. This program gives participants both the skill and the will to be inspiring and challenging coaches. The benefits are higher performance, motivated teams and an organisational culture of growth and development at all levels.”

In-Company

NZIM will partner with you to deliver a customised programme for your organisation

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