



# Leadership Coaching

## Course Outline

Excellent coaches (and leaders) improve the quality of work-life for employees and work colleagues; creating a positive, supportive and proactive work culture. Positive leadership and healthy interpersonal relationships are critical components of employee engagement, retention and company growth. A skilled coaching intervention by a person in a leadership role will increase employee satisfaction, workplace harmony, and staff retention.

### On completion of this programme you will be able to:

- Explore and apply a range of coaching models & interventions to their work with employees.
- Understand that effective coaching will enhance workplace practices e.g. operational planning, problem-solving, staff appraisals etc
- Identify a range of coaching styles and explore their personal approach to coaching others
- Develop and apply a range of active listening techniques to enhance workplace conversations and maximize results
- Improve employee performance through individual coaching and/or use of coaching tools e.g. GROW
- Develop and use powerful questions to re-frame situations and challenge employees
- Utilize a range of effective questioning techniques to empower employees
- Hold employees accountable for actions/tasks/projects and avoid micromanaging
- Explore the basic principles and practical use of Neuro-Linguistic Programming (NLP)
- Identify roadblocks and respond to/ overcome objections and other barriers to performance
- Use our coaching toolkit to support key interactions with employees

**Duration:** One Day Workshop

**Course Resources:** course handouts & supplementary reading materials will be provided via Moodle.



**New Links Training Solutions Ltd**

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