

# Coaching For Leaders

# Simplifying the Complex

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**Matt  
Carroll**  
Coaching Limited



TITLE	COACHING FOR LEADERS	BECOMING A BETTER COACH
DURATION	One Day Workshop	One Day Workshop
AIM	To provide leaders with an understanding of the theory and practice of people development through coaching and feedback	To enhance your skills as a coach and have a deeper understanding of what it means to be a coach
OBJECTIVES	<ul style="list-style-type: none"> <li>• Articulate how important coaching is to the role of the leader and how it supports colleagues</li> <li>• Understand what makes a productive coach by developing your individual coaching style</li> <li>• Learn how to give effective feedback using the AID (Action, Impact, Desired Outcome) model</li> <li>• Appreciate how 'Flexing' your communication style can improve your coaching methods</li> <li>• Understand the TICK coaching model (Trust, Impact, Choices, Kick-off) and how to use it for behavioural and skills development</li> <li>• Practise your coaching and feedback skills with live business issues</li> </ul>	<ul style="list-style-type: none"> <li>• Understand "Who Am I?" – and how this impacts on my coaching style</li> <li>• Develop your coaching model – with a focus on "How Do I Coach?" and how it aligns to the values of my business</li> <li>• Appreciate how different coaching models can be used at different times – 'To Grow Me', 'OSKAR' &amp; 'Solutions Focused'</li> <li>• Understand the difference between a 'process' coaching model and a 'being' coaching model</li> <li>• Develop my coaching state – an opportunity to understand how to build rapport, coach by metaphors and use creative techniques to develop the client</li> <li>• Practise your coaching and feedback skills with live business issues</li> </ul>



TITLE	PEER TO PEER GROUP COACHING SESSIONS	EXECUTIVE & LEADERSHIP COACHING
DURATION	3 Hours in groups of 3-4	60-90 minute sessions 1-1
AIM	A collaborative and confidential process through which colleagues are coached by one another, in order to consider and resolve workplace problems	I focus on raising self-awareness, providing clarity and simplifying the complex to ensure my clients develop as individuals in order for them to continue being outstanding leaders
OBJECTIVES	<ul style="list-style-type: none"><li>• Establish a mutually beneficial relationship through which professional colleagues reflect on current practices, learn new concepts and share ideas to solve work related problems</li><li>• Practise and develop your coaching model with peer to peer feedback</li><li>• Provide opportunities to try out new coaching ideas, take risks and discuss options with colleagues in a safe environment</li><li>• Present a formal approach to enhancing your peer to peer network</li><li>• Receive feedback from a dedicated Executive Coach who will establish and monitor the operating rhythm of the group</li></ul>	<ul style="list-style-type: none"><li>• To provide coaching support to leaders of people - a CEO, an owner, a partner, a head teacher or a senior leader within a business or a school</li><li>• Raise your self-awareness as a leader by developing your leadership skills &amp; accountability</li><li>• Improve your clarity &amp; focus, build your confidence, help you shape your ideas and give you a different perspective</li><li>• Allow the client to reflect on past successes, raises self-awareness of the issues at hand and provide a robust challenge to agree an action plan that will lead to a positive change in their day to day business and personal lives</li><li>• Develop leadership skills for talented individuals looking for confidential support on the day to day challenges they face</li></ul>