

# Management Coaching Skills for Supervisor



Coaching is one of the most effective methods of enhancing performance, and is the quickest and most effective method of developing team members. It involves deliberate and specific activities that are designed to help people develop their skills by learning on the job. Good coaching and performance management leads to self-motivation and an attitude that is oriented towards solutions and continual improvement rather than problems and avoidance. In short, a good coach leads highly productive teams who are keen to learn new skills and as a result significantly increase the cost effectiveness and efficiency of their department.

Our one-day Management Coaching Skills seminar provides hands-on, highly interactive training that will help improve your coaching skills to increase your effectiveness as a manager and leader. This highly participative and practical course designed to provide you and your supervisors with the tools and skills necessary to become an outstanding coach. This course helps turn supervisors into effective coaches.



## Objectives

Participants in the **Management Coaching Skills** one-day workshop will learn to:

- Focus upon the practical issues of management coaching process
- Improve teamwork and productivity within the work unit to achieve common goals
- Build a strong team concept and boost productivity for the whole group
- Describe critical coaching techniques (training, counseling, challenging, and mentoring) and how to implement each.
- Match coaching techniques with employee performance to correct problem situations and develop employees.

## Details

### The supervisors' role as a coach

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|--|--------------------------------|
| ■ Coaching and training                  | ■ Coaching the new team member |
| ■ Qualities of the effective coach       | ■ Motivation                   |
| ■ Identifying learning needs             | ■ Managing the poor performer  |
| ■ Identifying individual learning styles | ■ Feedback skills              |
| ■ Identifying barriers to learning       | ■ Monitoring performance       |
| ■ Setting objectives and targets         | ■ Validation and evaluation    |

## Methodology

- Presentation and experience sharing

## Venue

- ACI training centre