

## Coaching Skills for Managers

### Course Description

This interactive, reality-based course is designed to help managers and supervisors use a coach approach to working with employees. Many managers and supervisors lack training in how to coach employees, especially when performance needs improvement. Without having an effective approach to dealing with performance issues, managers and supervisors tend to delay addressing performance issues, which often makes the situation worse. Further, good employees fail to get the coaching they want. According to a study reported in *The Seven Hidden Reasons Why People Leave* by Leigh Branham, one of the reasons employees voluntarily leave is too little coaching and feedback.

This class includes topics like:

- Why Managers Should Coach
- Coaching Benefits
- GROW Team Members
- Coaching Pitfalls
- Coaching for Performance Improvement

The session includes practice coaching and a coaching template to assist when coaching for performance improvement. This is a one-day course.

### Objective

The goal of this training session is to encourage supervisors and managers to embrace coaching as a daily personal leadership philosophy. The following objectives have been established in support of this goal:

- Understanding the importance and benefits of coaching as a part of effective performance management.
- Developing an understanding of the tools needed for effective coaching.
- Learning how to conduct a successful coaching session using the GROW coaching framework.

## **Expected Outcomes**

- To increase your confidence, commitment, and ability to coach.
- To provide you with tools, techniques, and skills to improve your ability to coach.

## **Instructor**

Dr. Merlin Switzer has studied leadership since he was a teenager. He spent twenty-eight years in a large organization with half his career at the middle-management and executive levels. He holds a Doctor of Strategic Leadership Degree with an emphasis in Leadership Coaching. He focuses exclusively on leadership, including coaching leaders toward improved performance.