

Acting as a COACH Manager supporting your employees individually

Target population

Experienced Team managers

Catalog Training

English Speaking countries

To include in the Company Catalog, available to staff or

to set up an action for a Service, one or several teams.

2 to 6 participants :

By videoconference : 14 hours
(in 4 to 6 modules)

A Preparatory OBJECTIVE Sheet is sent to the participants

if you wish a tailor-made, more contextualized training, a **preparatory video meeting** will be organized.

INDIVIDUAL

(by videoconference)

Depending on the goals :

TRAINING

10 hours ♦ 2 500 €

Number of sessions and frequency, defined with the trainee.

or

Operational COURSE

Contact us to clarify the context, the progress points and the challenges to face

We send a proposal with total duration and cost.

OBJECTIVES

During the training, you will have acquired skills which will enable you to :

- adopt a new more natural way of behaving in your role as Coach Manager,
- interact on a 1 to 1 basis in order to awaken rarely used potential,
- increase your employees' autonomy and sense of responsibility, thereby allowing them to face future challenges.

Possible Program Development

Developing your coaching role and giving it a place in your activities as manager

Why can a manager adopt the posture of a coach?

How to go beyond the simple manager role

Defining which resources you need

The mutual commitment contract

Knowing coaching strategies

Helping employees to be aware of contextual and/or personal obstacles which limit their performance

Identifying two levels of the support process : skills and motivation

Establishing a relationship of trust and mastering communication in this 2-way relationship

Asking pertinent questions

Taking into account other people's thought processes and identifying people's motivation

Creating conditions for promoting autonomy

Experiencing and recognizing the autonomy cycle

Adopting facilitating and consistent attitudes to encourage progression from dependence to interdependence

Accompanying your employees and boosting their capacity to change behavior patterns

Clarifying the current situation and carefully constructing the desired future state together

Proposing problem solving and self-motivation strategies

Helping employees to find their own resources in challenging situations

Adapting and giving feedback in relation to the increase in the autonomy

Exercising progressive control – Showing your support