

More about mda's Coach more - manage less Programme

Benefit: Developing the latent talents of your people by coaching them rather than managing and directing them frees you up - as the manager - to lead. You'll have fewer queues of people asking you for answers and more people working independently. You'll worry less and create more. They'll work better, stay longer, grow faster and - between you and your team - you'll improve the bottom line.

Introduction: Coaching is the new buzzword. That doesn't invalidate it as a skill nor its power. Like a lot of these things, it's an established idea whose time has come (actually the first coach was Socrates). The ability to coach lies in all of us - but it is a specific set of skills which can be learned and improved.

For: Anyone at any level in a company who is charged with getting the best out of staff - either direct reports or as part of a broader cross-disciplinary, cross-department team.

Purpose: To develop the skills of coaching to encourage people to think for themselves, to resolve situations themselves and to work more independently - without risk.

Objectives: This programme develops the coaching skills and techniques needed for:

- setting the right context for a sequence of coaching sessions
- building rapport and trust between coach and coachee
- listening and questioning in a way that elicits solutions from the coachee
- providing constructive and supportive feedback to improve the coachee's skills
- maintaining the coachee's ownership of their solutions

Approach: Highly interactive, with practice coaching sessions between workshops.

Duration: Three separate days, spread over four weeks

Contact details: for more about mda and our other programmes:

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or

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