

# Effective Leadership through Coaching

## Course Overview

[View Course Dates & Register Today](#)

This is a 3-day class

The most successful leaders recognize that their success depends upon the success of those they lead. Enabling others to grow and fulfill their potential by coaching them to discover and apply their talents and strengths is a core competency of effective leadership. Whether supporting employees to optimize their contribution, or enabling them to further their career aspirations, your coaching will have a positive impact and will foster an environment of growth and success. [Download the Course Outline and Information on Post-Class Content](/Portals/0/Documents/CLD%20Outlines%20and%20Post%20Class/Effective%20Leadership%20Through%20Coaching.pdf).

## Who Should Attend

Anyone managing the performance of others, including executives, managers, supervisors and team leaders.

## Course Objectives

Develop a positive partnership that supports employee growth. Provide effective coaching and feedback within a relationship of mutual trust. Agree appropriate performance goals using the SMART technique. Clarify the current state or reality of your employees' situation. Create options for your employee and develop them into a plan. Motivate and support your employee to achieve their goals. Recognize and remove any obstacles to employee success.

## Course Outline

### 1 The Leader as Coach

Harnessing the Power of Coaching  
Recognizing Talent and Potential  
Identifying Values and Beliefs

### 2 The GROW Model

Structuring the Coaching Process  
Applying GROW

### 3 Agreeing on the Development Goals

Providing Direction and Purpose  
Identifying Appropriate Goals

### 4 Clarifying the Current Reality

Framing the Reality  
Generating Self-Awareness  
Overcoming Obstacles and Resistance  
Exploring the Past

### 5 Discussing Options

Generating Options  
Choosing an Approach  
Structuring a Plan

# Effective Leadership through Coaching

## 6 Finalizing the Plan

Confirming the Will  
Selecting the First Step  
Motivating the Employee

## 7 The Importance of Trust

Avoiding Negatives in Coaching  
Enhancing Trust Relationships

## 8 Giving Constructive Feedback

Structuring Feedback  
Encouraging Growth and Development

## 9 Overcoming Roadblocks

Uncovering Common Roadblocks  
Realigning or Re-evaluating Goals  
Focusing on Progress

## 10 Transitioning to the Next Stage

Taking an Inventory  
Testing Readiness to Transition  
Wrapping it all Up