

LEADER AS COACH

BUILDING THE CONFIDENCE AND CAPABILITY TO BE A LEADER THAT COACHES



REDUCING
OVERDEPENDENCY,
OVERWHELM AND
OVERDOING THE
UNIMPORTANT



ELEVATING
SKILLS, GROWTH
AND INITIATIVE
OF THE TEAM



FIRST LET'S UNDERSTAND, WHAT IS COACHING?

Coaching is...

Understanding the present in order to be able to find pathways to **future success** and **solutions**.



BEING A LEADER THAT COACHES MEANS...

- ✓ Staying curious a little longer
- ✓ Rushing to action and advice-giving a little more slowly

Which sounds easy, but actually isn't.

THE LEADER AS COACH PROGRAMME DEVELOPS THREE COACHING SUPERPOWERS:

1



THE LISTENING SUPERPOWER

- Full focus, beyond just hearing
- Capturing nuance
- Building connections

2



THE QUESTIONING SUPERPOWER

- Insightful enquiry
- Following a framework
- Challenging assumptions and bias
- Going deeper when needed

3



THE REFLECTING BACK SUPERPOWER

- Reflecting back understanding
- Demonstrating empathy
- Building trust

PROGRAMME STRUCTURE



SESSION #1

WHY & WHEN BOTHER?

PRECISION COACHING



SESSION #2

THE 3 SUPERPOWERS

PRECISION COACHING



SESSION #3

STRUCTURING A COACHING CONVERSATION

PRECISION COACHING



SESSION #4

GOING DEEPER CHALLENGING ASSUMPTIONS

PRECISION COACHING



1-1 COACHING FOLLOWS EACH WORKSHOP



PLUS MANY OPPORTUNITIES FOR SELF-REFLECTION, COACHING PRACTICE & FEEDBACK.

AS YOUR LEADERS LEARN TO USE A MORE COACH-LIKE APPROACH...

The Impact



INDIVIDUAL TEAM MEMBERS GROW IN CONFIDENCE & COMPETENCE



TEAM PERFORMANCE STRENGTHENS



ACCOUNTABILITY & OWNERSHIP INCREASES



THE LEADER MOVES FROM INSTRUCTIONAL TO TRANSFORMATIONAL LEADERSHIP



Want to explore how this programme could develop your leaders?

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