



Coaching skills for Managers, Leaders, Front line and HR practitioners

Coaching skills are a vital part of every leader's toolkit. Globally, Leader as Coach programs have become an integral part of organisational leadership development strategies. To build a coaching culture to meet positive business

How leaders benefit:

- By embracing a leadership style which is enabling, empowering and collaborative, rather than the old command-and-control leadership behaviour.
- Being a catalyst for change, growth and development of others.
- Retain employees by engaging leadership approach which enables others to be accountable for their outcomes.

Your return on investment:

- Grow and develop your staff, enhance their value and help them reach their professional goals.
- Create more time in your day - 'stop putting out fires' and focus on what really matters.
- Step away from being the 'expert that solves others' problems' to enabling others to think for them selves to identify and implement effective solutions and possibilities.
- Become skilful in facilitating an individual's accountability through short concise coaching conversations.
- Build critical leadership skills using a coaching style so you can lead your team in a way that is engaging, focused and builds strong trusted relationships.
- Understand when to use a coaching approach and when to use another approach.
- Learn a way around 'no time to coach' thinking.
- Tools for constructive conversations to effectively manage performance issues and challenges.
- Ensure successful results that go beyond skills training.

Our programs are designed for effective learning and embedding coaching skills in organisations. Embedding begins with design of the workshop itself, experienced facilitation by our coaches and a highly supportive co-learning environment during the program and after.

[We will work with you to customise the support you need to further develop a sustainable coaching culture.](#)

How Coach Studio ensures integrity in coach training.

- Our coach facilitators are International Coach Federation (ICF) credentialed coaches, highly experienced, work internationally and remain committed their own professional development to bring leading edge skills and knowledge to coaching.
- Our models have simplicity, depth and rigor.
- Programs designed to provide step by step and skill by skill learning
- Highly practical therefore enabling learners to be fully engaged in a co-operative learning style.
- Strengths focused approach.
- Coaching practice using current real work issues- no role plays.
- Post program webinar/s to connect with best practice and further embeds the learning using 70:20:10 learning model.
- Program aligned and grounded in ICF core competencies and ethics giving assurance of an international professional standard.
- We facilitate learning, demonstrate and support you to put skills into practice with no complicated theory.

Coaching Skills Pathway

We provide a pathway of coach development right from those starting out, without necessarily committing to becoming a professional coach, but without compromising on leading edge coaching skills. Each consecutive level builds on, expands and deepens the learning with practical experience and support.

Leader as coach - Foundation Program

Getting started with a firm foundation of theory, framework and core coaching competencies in a supportive environment. Designed to provide the skills, tools and confidence to enable coaching conversations being implemented back in the workplace and creating coaching ambassadors.

OVERVIEW

- Defining coaching & coaching mindset.
- Why coach and when.
- Be coach like and coach ready.
- Identify your coaching style strengths.
- Coaching models and skills.
- Emotional agility for coaching.
- Crucial conversations.
- Removing barriers to coaching, such as 'no time to coach' dilemma.
- Coachable Moments – how to identify and then coach 'in the moment'.
- Acknowledgement and feedback.

Advanced Leader as coach

Advancing to the next level. For those who have completed the foundation level to expand and deepen their coaching skills and confidence. In this program you will develop greater self awareness and ability to develop the rapport and trust to have partnering conversations.

OVERVIEW

- Learn the art of powerful questions
- Develop mindful practice and greater self awareness.
- Understanding strengths based approach.
- Practice coaching, giving and receiving quality feedback.
- Plenty of peer coaching practice with feedback and tips.
- Participants work with real workplace scenarios drawn from their unique business environment and leadership challenges.
- Analyse change readiness.
- Triggers and emotional agility.
- Follow-up group supervision available.

Re-ignite Leader as coach

For those who have completed the Advanced level. Continue with your coach development or re-ignite your skills, as it may have been sometime since you have coached, or now with the wisdom of experience realise areas to focus on for further learning.

OVERVIEW

- Reflect and create a new level of insight and awareness of your coaching competencies to inform your coaching approach.
- Models for difficult and challenging situations.
- Raise your coaching skills to expand your application into groups and teams.
- Explore the ethical coaching dilemmas, contracting, expectations and responsibilities.
- Further our coaching practice and receive individual feedback.
- Replace having to have all the answers with having the right questions.
- Follow-up group supervision available.

“Coach Studio is so easy to work with. They listened to our business requirements and were able to align their program to our desired outcomes, which is to transition our organisation to a thought leadership culture using effective coaching tools and techniques for a more collaborative workforce approach.

Everyone on the program I've spoken to are really happy with the level of detail, their approach and the design of the program to embed the skills to take back to the real world. In particular they love the interactive style, having two facilitators that bounce off each other using real scenarios. Our leaders felt safe to work with real scenarios in the learning environment and the program design enabled them to really embed the purpose of Leader as Coach.”

- ACH GROUP

We believe the world needs the skill of coaching and that investing in a highly effective coaching program is a key component of developing critical leadership skills at all levels of leadership.

Please contact us to explore your needs and options.



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