

**Become the leader you want to be.**

## Coaching Skills for Leaders

Organisational environments are changing with increasing complexities requiring new ways of leading and learning to help them and their people to thrive. Leaders are increasingly expected to deliver more outcomes with constrained resources and timeframes while still maintaining high levels of employee engagement. Developing coaching capability is an invaluable addition to every leader's toolkit and is recognised for its ability to support organisations with realising goals and addressing strategic imperatives.

### Program benefits:

Our program is designed to equip leaders with the confidence and capability to facilitate a positive shift in performance and for driving culture change in a way that is collaborative and encourages accountability. Today coaching skills are applicable to every sector and dimension of leadership by ensuring a concurrent focus on 'what you do' and a best practice approach for 'how you do it'. This entails:

- Building relationships characterised by trust and respect.
- Undertaking critical conversations in an objective manner which encourages engagement and ownership for taking action.
- Navigating change by establishing a shared vision for a way forward, outlining a clear plan for action and supporting others to leverage their strengths.

### Approach:

**Our Program is thoughtfully designed, underpinned by current research and aligns to the International Coaching Federation (ICF) core competencies, that are recognised as the professional benchmark and international standard for coaching.**

The Program features:

- Two ICF credentialed leadership coach facilitators
- A range of simple and impactful coaching models which leaders can easily and immediately put into practice in the workplace; and
- A strong focus on action learning, including coaching skills demonstrations, practice in pairs and triads, a safe learning environment and the opportunity to receive quality feedback to discover personal strengths and opportunities for development.

Our in-house program can be adapted to complement your organisation's existing leadership development program. Optional value-add offerings include:

- Incorporating The Leadership Circle 360 profile plus debrief session.
- The opportunity for participants to receive coaching by one of our professional ICF credentialed Leadership Coaches. Often chosen for progressing leadership vision, accelerating leadership effectiveness or scaling leadership.
- Applying ICF recognition as CCE (Continuing Coach Education).
- A pathway to Coach Studio's ICF accredited ACSTH (Accredited Coach Specific Training Hours) program which provides the option for leaders to become a credentialed coach.

*"Action packed days but with plenty of reflection / feedback time and opportunity to embed the learning. Rarely get that opportunity in other training. Very positive, affirming, encouraging, supportive, constructive - with clear methodology and process that was engaging, challenging and acknowledging of attendees. Ina and Julie are 100% committed to the benefits of coaching and how it can benefit others and sometimes transform lives. Their enthusiasm is infectious and motivating."* Participant

## Program Overview:

The Coaching Skills for Leaders Program encompasses:

- Foundation Coaching Skills Workshop – 2 days
- Advanced Coaching Skills Workshop – 2 days
- Coaching in Action group Supervision and Mentor Coaching following each 2-day workshop to support leaders with the application of new skills and knowledge in the workplace.

**Please note:** The Foundation program can be taken as a stand alone experience with the Advanced being optional at a later date. Each program builds PD/CCE hours and moves coaches toward ICF credentials.



## Learning outcomes:

The Foundation Coach Skills two-day workshop equips participants with the ability to:

- Define what coaching is and isn't
- Identify their coaching style and strengths
- Cultivate a coaching mindset
- Listen actively as a coach
- Create awareness
- Design powerful questions
- Provide quality feedback and acknowledgement
- Coach in the moment
- Identify personal triggers and apply emotional agility
- Identify what to coach on, when to coach and when not to
- Transform performance management conversations
- Understand 'power with people', vs 'power over people'
- Identify opportunities for developing a coaching culture and putting coaching into practice in their workplace
- Reflective practice

The Advanced Coach Skills two-day workshop supports leaders with further developing confidence and capability in embracing a coach approach. This includes:

- Exploring advanced coaching models for application in different scenarios
- Coaching agreements and coaching ethics
- Coaching presence
- Overcome barriers to coaching
- Developing a mindful leader approach
- Understanding triggers and approaches for building emotional agility
- Cross cultural coaching
- Taking action and holding accountability
- Establishing a bold leadership vision and purpose

To scale your professional development even further you may wish to consider our internationally accredited Coach Leader Training Program. ICF accredited as an ACSTH program providing a direct pathway to become an ICF credentialed coach. For more information please contact us.



## Coach Studio Team

Coach Studio is a leading specialist in Coach Skills Training and Leadership Coaching. We are a boutique style company agile to our clients' needs based in South Australia with a national and international reach. Our team are professional leadership coaches and facilitators, hold an ICF credential and have extensive leadership experience across a diverse range of industries.

*"The time and commitment to deliver this program has generated powerful learning for me that has been transformational. Both Inta and Julie provided a safe learning environment, respectful engagement and supported me to stretch my learning. Thank you." Participant*



### Workshop Bookings

For all enquiries and bookings contact: Inta Sellick, PCC  
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