ICML
INSTITUTE FOR COMMUNICATION MANAGEMENT AND LEADERSHIP



MANAGEMENT AND LEADERSHIP

Coaching for Performance

Turn managers into confident coaches who develop people and performance.

WHO IT'S FOR

Designed for groups of managers, team leaders and supervisors responsible for developing employee performance and capability.

DURATION

1 day, or tailored to your needs

FORMAT

On-site: we come to your premises, or deliver virtually or hybrid.

PARTICIPANTS WILL DEVELOP THE SKILLS TO

- Recognise when coaching is the right approach, and when a more direct style is needed
- Apply a practical coaching framework to workplace conversations
- Improve employee performance through effective questioning and active listening
- Build accountability, ownership and self-sufficiency within teams
- Deliver constructive feedback that supports growth and development
- Conduct coaching conversations with confidence in a range of situations

ABOUT THIS PROGRAM

High-performing organisations know that great managers do more than direct work. They coach, develop and support their people to achieve better results. That shift from directing to coaching is a distinct skill in its own right. This program equips leaders with the tools, techniques and confidence to conduct effective coaching conversations that improve performance, build accountability and strengthen capability, moving beyond giving instructions to help team members think, learn and take ownership of outcomes.

Tailored to your organisation

Every organisation has unique performance expectations, leadership challenges and cultural objectives. We work closely with clients to incorporate their leadership frameworks, performance management processes, values and workplace scenarios into the learning experience.

Talk to us about this program

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Enquire online