



Using a coaching style to develop self-managing people



This **four-hour** workshop is a highly interactive and practical course (without the dreaded role plays) which provides leaders with the skill to facilitate sustainable change through coaching.

TARGET AUDIENCE: Any leader with scarce people resources who needs team members to stand on their own two feet, take accountability and deliver strategic priorities

COURSE OUTLINE

How does change occur?

Moving from announcing change to facilitating change

Self-awareness

How are my preferences impacting the relationship?

Dealing with difference

What if I could adjust to their learning preferences?

Leadership essentials

Bringing content knowledge
Providing clarity
Balancing the three elements of change

Staying out of the advice bag

Losing addiction to owning the answers
Helping team members to think
Leading team members to act

The authentic conversation

Naming the gap – the difference between the outcomes I need and the outcomes I'm seeing

ADDITIONAL OPTION

Refresher workshop to embed the new skills and deal with obstacles inevitably encountered

COURSE OBJECTIVES

At the end of the workshop, participants will:

- No longer be the receptacle for all team problems
- Have techniques for shifting 'stuck' team members
- Have confidence to hold the authentic conversation (which may have been avoided for years)

About the presenter

Barry O'Sullivan has provided leadership coaching to over 350 leaders in the past nine years, following 22 years as a partner with KPMG. He also coaches leadership teams and Boards. He brings business, coaching, acting and personality type insights and skills to the workshop.



"I wish I'd been taught these skills at the start of my leadership journey. Where were the role models when I was learning how to lead?"