

Empowering people through a Coaching Leadership Mindset

Overview

Organisations want the best from their people in service of realising company objectives. A leader's role is to guide their people and inspire them to realising their potential. This requires a fine balance between giving and receiving. Leaders have long been giving to their people without realising the impact it has on the individuals' personal growth. The giving I am referring to is when people come with an issue and the leader provides the solution. Although this is a quick fix and the job gets done, it dis-empowers people from growing. In order that people grow, we need to challenge them to find their own solutions. Leaders need to create the space for individuals to tap into their own creativity.

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- Do you find that your people keep coming to you for answers?
- Are you doing your people's work when it isn't done right?
- Do you take work home because others haven't completed their tasks on time?
- Do you often say to yourself, "If you want something done properly then do it yourself?"
- Do you get frustrated when people continually get things wrong?
- Has your staff blamed you when things go wrong by saying you told them to do it?
- Do you find yourself continually dealing with issues and putting out fires?
- Do you feel unsupported by your staff?
- Do you feel like you have to come up with all the ideas and everyone follows?

If your answer to 2 or more of these questions is YES, then this workshop is aimed at you.

Course Objectives/Outcomes and Structure

What this workshop covers:

This workshop aims to enable leaders in organisations to get the best out of their people. This requires a curious approach to leading. A mindset shift away from providing answers to a curious space where enquiry and questioning leads people on a journey of solution finding and self empowerment. The approach requires that leaders hold their people naturally creative, resourceful and whole meaning they will find a way. The skills involve a combination of curiosity, listening, questioning, self management, intuition and allowing people to discover their creative genius within. The benefits are a team of creative, empowered employees who contribute because they love what they do and are guided and allowed to express their creativity.

Workshop Duration - 2 days

Workshop Broad Outcomes

- What is coaching – an approach?
- What is Leadership vs. Management?
- My natural mindset to leading people?
- The Life Equation - Who am I in the interaction?
- Holding people accountable and responsible
- Coaching Leadership Skills
 - Listening & Questioning
 - Using Intuition with curiosity
 - Self management
 - Feedback with Intent
- Characteristics of an effective coaching leadership style
- Making it real in everyday life through constant practice



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