

Leader & Manager As Coach - Coaching Conversations

By Steve Krummeck



**"If you think you can't you wont.
If you think you can you will.
Either way you are right" - Henry Ford**

Courtesy of



The (W)Right Coaching Co

What You See (in your mind's eye) Is What You Get

Why the “Coaching Conversations” Workshop?

Coaching is recognised world wide as one of the most effective ‘means’ / tools supervisors, managers, leaders, and executives utilise to maximise individuals and teams development, self realisation, inter-connectivity, interdependence, behaviour enhancement, improved cognitive functioning, AND most importantly, innate power and full potential. A natural consequence of all the foregoing is high performance individuals, teams, and organisations (HPO’s).

The Coaching Conversations workshop assists leaders and managers carry out professional and effective coaching conversations / sessions.

The Coaching Conversations workshop assists you move in the direction of achieving the outcomes of a professional Executive / Leadership and Business Coach at a FRACTION of the cost of one-on-one and or team coaching.

Coaching Conversations Workshop Overview

This two day workshop will train you, up-skill you, develop you, empower you, and give you the tools, know how, and expertise, to hold, manage, and lead quality professional Coaching Conversations / coaching sessions with your staff and or teams.

You will gain a deeper insight, and take on, some of the skills and behaviour competencies of a professional coach, thereby enabling you to facilitate effective coaching conversations.

METHOD OF DELIVERY

- Two day highly interactive workshops, including practical application activities
- Workshop facilitated and led by Steve Krummeck, a professional certified Transformation Coach
- Individual attention ensures maximum benefit gained from the workshops
- Individual and group work
- Participants will immediately begin to design and practice their coaching framework, coaching ‘tool kit’, and coaching process
- Adult learning - That is, participants will be given the knowledge and ‘keys’ and immediately begin practicing the techniques imparted to them during the workshop. This is an experiential workshop
- Task, goal, action, and outcomes orientated workshop
- Participants are guided towards implementing the newly acquired knowledge, skills, and experience, back in the workplace
- Workshop attendees are afforded an opportunity to formulate their own Personal Development Plan (PDP) as a consequence of attending the workshop.

Workshop Outcomes

- Define what coaching is;
- Have a better understanding of coaching as a tool to unlock high performance;
- Realise the importance of brining about a suitable ‘coaching climate’;
- Begin to apply some components of a powerful ‘coaching climate’;
- Delve into four roles that support the success of the coaching process, namely, managing, leading, facilitating, and instructing;
- Have reviewed how your self-awareness impacts on coaching sessions;
- Understand how one’s mental models can impact on coaching relationships;
- Begin to identify a blueprint in order to leverage success in the coaching process;
- Carry out behaviours that are representative of the ‘facilitating’ role in coaching;
- Realise the importance of building rapport with your coachee;
- Build rapport with your coachee;
- Develop empowering and trusting relationships with your coachee;
- Build energising relationships with your coachee;
- Understand more clearly what effective listening is, as well as apply deep listening in order to build empowering coaching conversations;
- Carry out behaviours associated to the coaching aspect of instructing;
- Apply the process of transferring skills;
- Engage in effective and constructive feedback; and
- Integrate value adding recognition and praise into your coaching framework.



Workshop Outcomes Continued

- Understand your role as coach how to lead coaching sessions;
- Integrate coaching into your companies / organisations performance management / talent management programme;
- Understand how you can use coaching templates to enhance the coaching process;
- Understand how you as coach you may need to improve in the areas of sociability, dominance, and openness;
- Build your capability to coach coachees to achieve a degree of self mastery.

Who should attend?

Leaders and managers in the workplace, including but not restricted to, supervisors, team leaders, line managers, managers in general, 'identified leaders', project managers, executives, and human resources, talent management, and skill development managers / practitioners.

Programme

Module 1 – Coaching as a Tool

- The Human Business / Performance Model & Coaching
- Culture & coaching
- Creating a coaching climate
- High performance culture

Module 2 – The coaching process

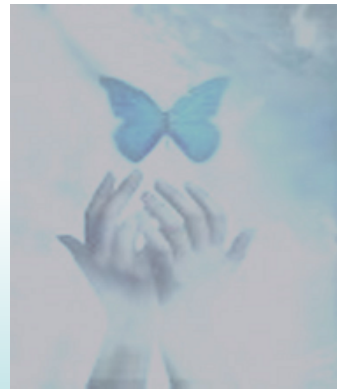
- Coaching Tool – Coaching effectiveness questionnaire
- Managing, Leading, Facilitating, and Instructing in coaching
- Coaching Tool – The coaching process
- Coaching Tool – The coaching framework
- Coaching Tool – Self awareness
- Coaching Tool – Beliefs & mental models

Module 3 – Facilitating a coaching process

- The coaching process
- Coaching Tool – TGROWS coaching model

Module 4 – Instructing during the coaching process

- Coaching Tool – Transferring skills
- Coaching Tool – Effective & Constructive feedback



The Coaching Conversations workshop enables you transform (in the true sense of the word) your team (individually and or collectively), enabling them realise and release their innate power and full potential, thereby bringing about high performance individuals, teams, and businesses / organisations.

Programme Cont.

Module 5 – Managing & Leading the coaching process

- The coaching process guidelines
- Coaching Tool – Identifying & prioritising coaching opportunities
- Coaching Tool – Coaching needs assessment questionnaire
- Coaching Tool - Integrating coaching & performance development / management
- Coaching Tool – Coaching Personal Development Plan, SMART Coaching Objectives, Action Planning Logs, Coaching Preparation Form, Coachee Coaching Session Review Form, Job Performance Wheel, and Performance Awareness / Skills Appraisal Form
- Coaching Tool – Leading the coaching process through (W)hole Leadership
- Coaching Tool – (W)hole Leadership & the VISA Kite
- Coaching Tool - Coaching Competence Enhancement Questionnaire

Module 6 – Self mastery & coaching conversations

- Coaching Tool – “The Game of Life & Success – Steps to Self Mastery & Happiness” book and workshop

About the facilitator

Steve is a published author, speaker, workshop facilitator, and professional certified Executive/Leadership, Business, Career, and Life Coach. Steve focuses on interventions such as one-on-one / group coaching and customised self mastery interventions and workshops. He is the founder and owner of The (W)Right Coaching CC. His coach certification was obtained through the University of Stellenbosch -Executive Development Ltd (in South Africa) and the I-Coach Academy which is based in the United Kingdom with branches in New York and South Africa. He has coached individuals from a wide range of industries and companies (in excess of ninety six). Steve has coached individuals informally for over ten years and has been coaching professionally for over five years. He has extensive experience in implementing and managing mentorship programmes. Steve also mentors individuals across all levels of business and organisations. Steve worked in the corporate world from 1987 to 2005 for companies such as Alexander Forbes, Nedbank, Ernst and Young and others. During this time he amassed a wealth of knowledge, experience, skills, and continued on a path of self development and personal growth. Steve has worked across all levels in the corporate world, from the most junior staff members, up to business owners and Chief Executive's. His book is entitled *The Game of Life & Success – The Steps to Self Mastery & Happiness*.

Why Choose This Workshop?

Aside from the excellent value afforded through the extensive two day programme, the professional facilitator, the many coaching specific outcomes and coaching tools provided, we will customise a follow up intervention (if need be and if requested by our client) to ensure the outcomes are fully integrated into the participant/s and the business / organisation in which they find themselves. The workshop already includes steps participants must follow (after completing the workshop) to implement what's obtained from the workshop! In addition to this, our Coaching Conversations workshop is the only one of its kind in South Africa that includes a detailed module on self mastery, inclusive of a book / manual on self mastery.

COST

- R29950-00 up to ten participants
- R3985-00 per participant for groups greater than ten.

The above fee **excludes** flip charts, coloured marker pens, projector for a laptop, and other minor miscellaneous equipment for the workshop. The fee also **excludes** the workshop Work Book and Source Book, as well as the Book, "The Game of Life & Success – The Steps to Self Mastery & Happiness", venue hire, and travel costs. The book contains sixteen 'steps' which form a 'manual' to achieving a degree of self mastery and therefore phenomenal results in your business / organisation, career, interpersonal relationships, and life.

WORKSHOP DATES

- Booked on request and takes place over two days.

WORKSHOP TIMES

- From 8 am to 4:30 pm

WORKSHOP VENUE

Suitable to take place at your offices or a venue of our choosing. If a venue other than your offices is used, you will be liable for all associated costs

BOOKINGS

Steve Krummeck, Telephone 011 7041395 / 0829000679

DETAILED WORKSHOP ENQUIRIES

Steve Krummeck, Telephone 011 7041395 / 0829000679

SETA accreditation

Many of our delegates enquire after our accreditation status. There is a misguided opinion that organisations can only claim their levies back if they use accredited training providers only. This is not entirely correct. In the Government Gazette (No.20865 of 7 February 2000), it clearly states that the Skills Development Levies Act provides for recovery of a levy payment based on the submission of Workplace Skills Plans (WSPs), Workplace Skills Implementation Plans (WSIPs), and the submission of the names of Skills Development Facilitators (SDFs), and not on the basis of making use of accredited providers or NQF-aligned training and development events only.

The (W)Right Coaching CC

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"You cannot control what happens to you, but you can control your attitude toward what happens to you, and in that, you will be mastering change rather than allowing it to master you." – Brian Tracy

"Attitude is a little thing that makes a big difference." – Winston Churchill

"Imagination is the preview to everything. It is the preview of Life's coming attractions" - Albert Einstein

Workshop facilitated
by Steve Krummeck



The (W)Right Coaching CC

What You See (in your mind's eye) Is What You Get

We enable individuals, companies and organisations to transform from their current to their chosen desired state. The coaching process makes it possible to be more focused, and raise the level of performance, thus becoming highly effective. We facilitate personal mastery, the transformation of people's lives, personal reinvention, and enable people to achieve any, or all of their goals, and to lead balanced purposeful, fulfilled lives.

