

Webinar on

Coaching as a Leadership Skill

Learning Objectives

- *What's the difference between managing/leading, coaching, mentoring, counseling*
- *What does style have to do with coaching*
- *How to apply the GROWER model*
- *How to set up coaching programs, integrate them into the regular schedule/calendar*
- *How does peer coaching fit into the picture*
- *How to keep the energy up in coach*
- *How to use coaching to improve performance*



How to coach and apply the GROWER system and what tools and worksheets to use to establish a successful coaching approach in business will be described in this program

PRESENTED BY:

*Born in Germany
Joined Air Force and reached the staff office level (O5) as a jet aviator for the German Air Force as well as an exchange officer with the US Air Force F-111. Retired from a 22-year career
I came to the US 25 years ago for the USAF exchange
Recruited by a software company after retirement and build a team of 11 direct reports with a 40% revenue impact.*

On-Demand Webinar

Duration : 60 Minutes

Price: \$200

Webinar Description

The acronym GROWER stands for Goal, Reality, Options, Will, Experiences, and Results. It provides a relatively simple framework for structuring a coaching session and has been adopted by many of the world's major organizations. In many places, there is confusion about what coaching for managers and leaders really is, especially when compared to counseling, mentoring, advising, etc.

In addition, the unfortunate fact that coaching is used in the United States as a term for sports, as well as a term for personal development in business, creates confusion. In sports, the coach will tell the players what the play will be at the end of a game with a few seconds left on the clock. In business, the manager or leader in the role of a coach will help the employee determine what the next suitable goals are and what the employee is willing and able to do to reach these goals.

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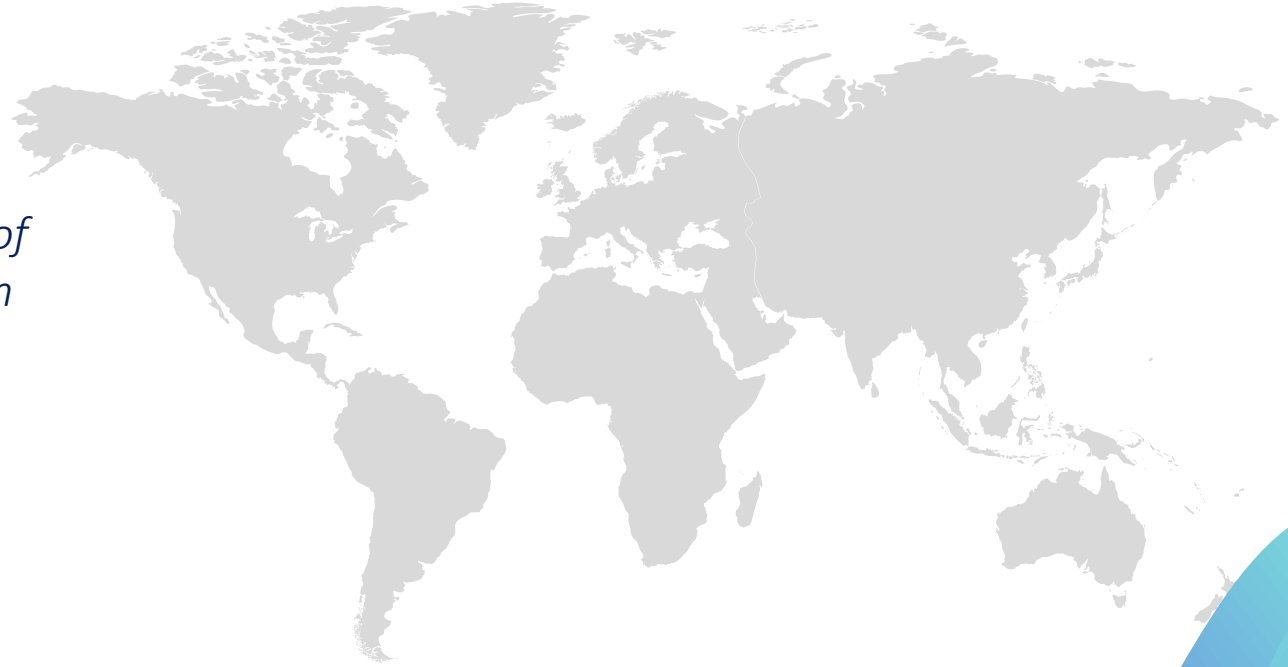


The GROW(ER) model is based on the principle that everyone has the potential to develop and improve themselves, but just need help to unlock their potential. Coaching is the key to this. It encourages people to take responsibility for their own actions, which results in commitment and therefore optimizes performance. Another key principle of the theory is that using questions rather than instructions will foster change more readily.



Who Should Attend ?

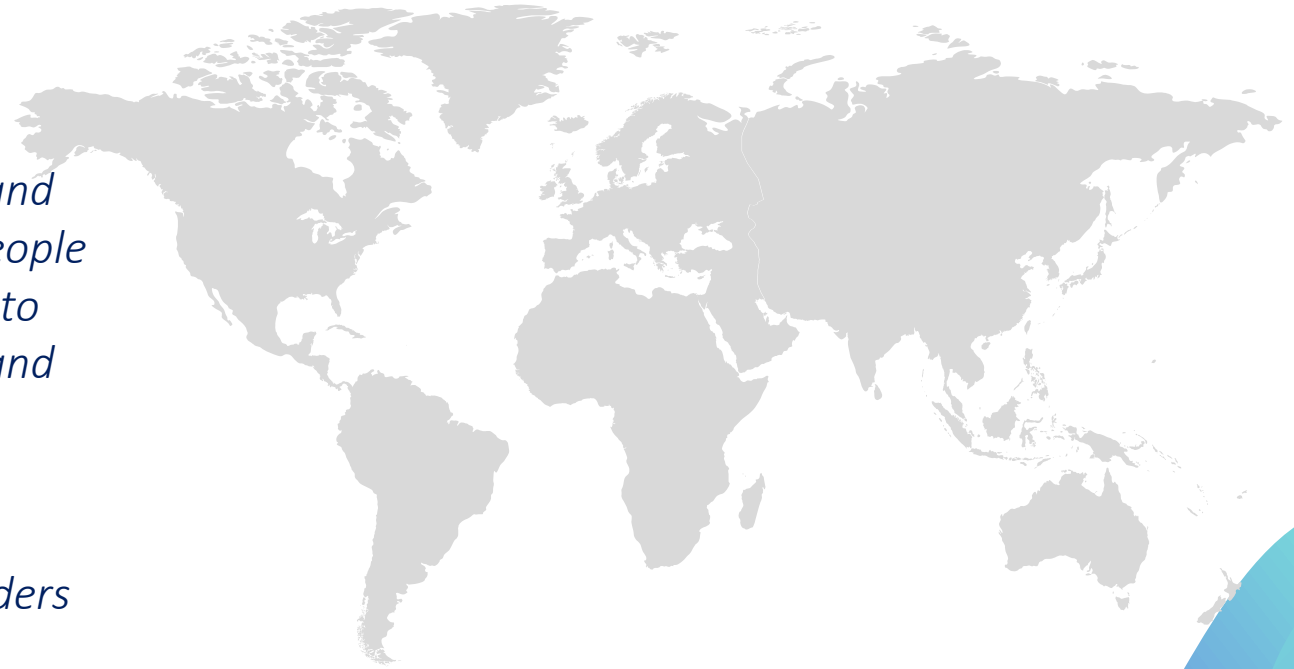
All managers and leaders who want to be more effective in their management;/leadership and develop their peers and/or direct reports as part of their performance evaluation and improvement in business.



Why Should Attend ?

Coaching is a process that allows someone to develop an opinion, define and pursue a goal and take action towards a challenging endpoint. People want to be empowered and not just told what to do. Empowerment comes from self-discovery and coaching is the perfect vehicle to use for this process.

The GROWER model will help managers and leaders to become good coaches quickly and help the people they work with to increase performance, have a better work-life and accomplish goals in a structured way.



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