



# PROFESSIONAL COACHING & LEADERSHIP

## OBJECTIVE

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The trainee will learn about the advantages of professional coaching of subordinates. Objective is to increase the performance of each individual through personal coaching, to get the work done more effectively while - at the same time - the leader saves time for his own priorities. The 5-step approach to professional coaching will be trained and exercised. It's all about giving power to subordinates without losing control as a leader. Let your people grow.

Moreover the trainee learns how to give constructive feedback in critical situations such as due to a "lack of performance" of a subordinate. A 7-step-approach helps to find the right words in the right situation.

## TRAINEES WILL LEARN TO ...

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- ... increase the performance of their subordinates
- ... save time and at the same time get the work done
- ... coach their team to become highly effective managers
- ... give power to their team without losing control
- ... manage a lack of performance of a team member
- ... solve delicate situations with a team member

## STRUCTURE

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- Theory
- Role Plays
- Video Analysis

## CONTENT

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- Difference between "training" and "coaching"
- Misunderstandings of coaching
- The 5-step-approach of professional coaching
- How to manage difficult situations (such as performance issue, separation)
- Johari window
- The 7-step-approach of professional feedback

## PREPARATION

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No preparation required.