

Leader as Coach

The Leader as Coach program is a positive learning experience leading to greater behavioural choice and invigorated leadership practices.

When managers are able to lead as a coach they are able to inspire their staff to bring their total commitment and discretionary effort to achieving the organisation's goals. A coaching approach enables the manager to capitalise on the strengths of their people.

Built on a sound theoretical base the Leader as Coach program is designed to fit the adult learning process of real time learning, reinforcement and reflection.

Both courses run over an extended period and provide plenty of opportunities for practice and continuous improvement. The culture of these groups is trusting, intimate and collegial.

Throughout the course participants build a community of practice based on individual commitment and accountability. The result is supportive relationships leading to sustainable networks across silos and access to cross fertilisation of ideas. Participants learn how to coach themselves and others in a variety of circumstances and for a variety of purposes.

How is it structured?

Beginning with the selection of up to 12 middle to senior managers an introductory session is organised to introduce the group, coach facilitator, and cover the program details and housekeeping. This, like all the other sessions to follow, is a 1 hour tele-conference session which allows even the busiest manager to participate with minimal disruption to work obligations no matter where they are based.

Meeting weekly for either 20 or 35 weeks the program consists of learning modules, rounds of syndicate practice coaching sessions interspersed at convenient points and a one hour graduation at the program's conclusion.

Outcomes

Managers are better prepared to:

- lead effectively and develop others as leaders,
- deliver a consistent approach across the business,
- encourage a culture that values shared learning and growth,
- all pull in the same direction,
- go the extra yard,
- provide a consistent structure for engaging and leading others,
- be more authentic and transparent,
- view the organisation holistically

Organisations are better placed to:

- achieve improved operational results
- attract and retain staff for the future and improve succession planning
- grow and react faster to changing markets



Point Ahead works with middle and emerging managers to build and sustain organisational capability that enhances the achievement of key business goals.

Our work is designed to make Australian organisations the leading places to work for generations to come through the effective development of individuals.

"Absolutely fantastic. Loved every minute of it. The modules are great and targets some of the key elements that's required when coaching direct reports and peers/business partners. It also teaches you skills how you can make a total turnaround in a conversation that is not going very positively. The GROW model is particularly useful.

The Leader as Coach Program has been the single greatest influence on my career as a people leader. Coaching works! As long as you are prepared to consistently review coaching tools and techniques, implement and reflect on the outcomes, I'd recommend it to anyone looking to improve the engagement and results of their team.

A Case Study and Testimonials from a major financial organisation that has used this program for the past four years is available on our website