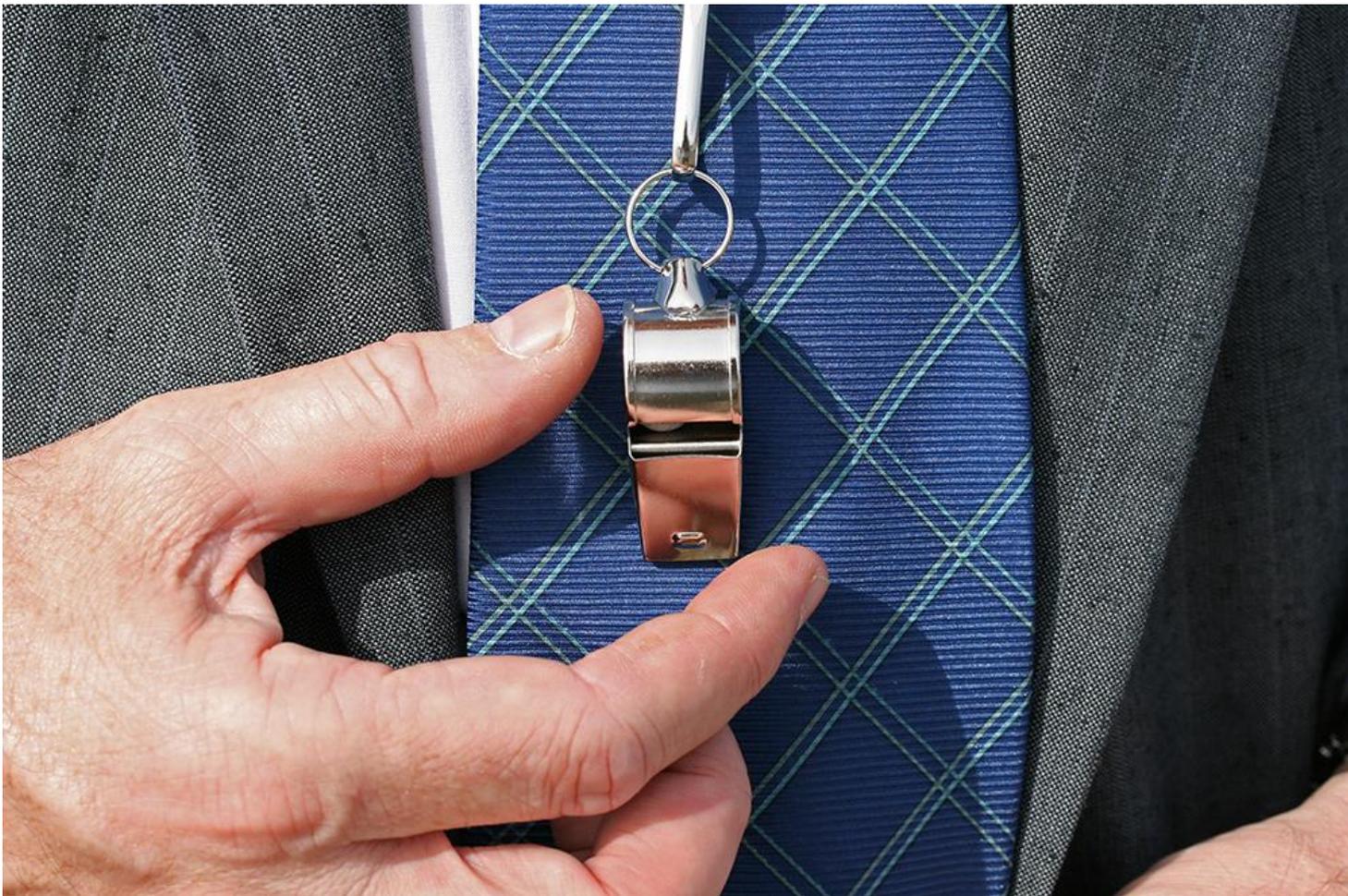


MANAGER AS COACH

17 - 19 OCTOBER 2018



CONTEXT & OBJECTIVES

DEVELOPING TALENT IS NOT OPTIONAL. IT IS A BUSINESS NECESSITY!

Coaches do not develop people, they equip people with the tools, knowledge and opportunities to develop themselves and become more effective. Moreover, Coaching doesn't need to take a great deal of time. If managers invest *five per cent* of their energy and focus on coaching your people, you will yield healthy returns.

This interactive workshop is designed to help managers boost their effectiveness as leaders, and drive team success by inspiring and developing their people through coaching. At the ending this workshop will provide participants with a comprehensive understanding of coaching, its application and benefits in the workplace

TOPICS:

During the Coaching workshop, participants learn critical coaching competencies that are immediately applicable and will help them do the following:

- Maximize team-member performance by facilitating improvements, development, and change.
- Coach average performers in the performance curve on opportunities for improvement.
- Motivate others to actively seek out opportunities to grow and contribute more to the organization.
- Resolve differences, handle team-member resistance or obstacles and confront excuses.
- Enroll people in accepting and taking ownership for organizational change.
- Conduct developmental and non-performance-related coaching sessions.

METHODOLOGY

- Build positive and supportive relationships by communicating with team members, which will enhance employee engagement.
- Coach in formal situations as well as during informal, on-the-spot opportunities.
- Obtain better results from coaching efforts while being less controlling and authoritative
- Case studies and real-world situations that are tailored to each client's unique coaching challenges.
- Self-inquiry activities that allow participants to examine their coaching abilities and identify individual strengths and opportunities for improvement.
- A coaching process that helps leaders reach peak performance with their coaching competencies and contribute to building a coaching culture across the organization.
- Opportunities to practice and apply the skills.
- Application and sustainability tools that give participants a consistent coaching framework and a shared understanding of the coaching process and its goals.

TARGET GROUP

Managers at all levels.

LANGUAGE

English (without translation)

SCHEDULE

2.5 (Two and a half) days

PARTICIPANTS

Max. 14 Participants

INVESTMENT

150, -EUR/per person/day - VAT Free

PLACE & DATE

17-19 Oct 2018

EXPERT



Ms. Larissa Winter

Larissa is the owner and founder of Galagan ADVISORY®. Her work focuses on advising senior executives and their organizations operating in the CEE/SEE and CIS regions. She has 20 years' experience in law, HR and people development, and has held international management positions across the CEE/SEE and GIS regions. Over the past three years, Larissa has provided leadership, organization, and community development advisory services to a diverse client list. This includes manufacturing and service-based organizations, professional practices, health and education coalitions, non-profit firms, government departments, and social service agencies. More recently, she has provided intensive executive coaching to high-potential managers tasked with expanding their organizations into international markets. At the beginning of 2013, Galagan ADVISORY® was named an associate partner and representative of The Predictive Index WorldWide Group™ (www.piworldwide.com) a trusted advisor since 1955 committed to creating value through the effective management of people and organizations, in the CEE/SEE and CIS regions.

The “**Manager as COACH**” training proposal is brought to you by **AIEx - Austrian Institute of Excellence**. Our Institute provides you with training and qualification courses on: Project Management, Process Management, Excellence in Sales program, HR Management, Negotiation Skills, Leadership, Emotion Intelligence, LENA Learning methodology, Presentation Skills, Communication Skills, Customer Service, Stress Management, Time Management, Financial Trainings, Team Work and Team Building and Problem Solving, to mention a few.

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We wish you a pleasant, productive and successful learning process with us!

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