



Become a 'learning organisation' by developing leaders with a coaching mindset

A programme delivered over 8 months

Overview

This professional development programme for leaders and managers is designed to enable organisations to build learning and adaptability into their DNA.

By training leaders and managers in coaching skills and enabling them to adopt a coaching mindset, you can build a culture where all staff are continuously reflecting (alone and in groups), challenging each other to think broadly and deeply and supporting each other to improve on previous best.

As these skills and attitudes emerge, you will notice...

- People feeling psychologically safe and willing to be vulnerable.
- Real, authentic, difficult conversations taking place that fundamentally improve the quality of the work.
- People problem-solving collaboratively and efficiently without over-engineering or escalating.
- People taking more ownership, innovating, taking calculated risk in the best interests of the organisation.

By developing this mindset with their peers, leaders get to know themselves and each other better – they build their awareness of self, others and context that is so fundamental to effective leadership. They also establish a common language and clear expectations for behaviour which they can hold themselves and each other accountable for.

Learning objectives

By the end of the programme, participants will have:

- Improved self-awareness and personal reflection skills and habits
- Greater willingness and commitment to challenge and change their own practice and beliefs (deep rooted assumptions, life scripts), to question themselves without feeling judged (by themselves or others)
- Improved ability to handle complex challenges and relationships
- Improved ability to lead through influence and engagement
- Familiarity and understanding of core coaching techniques and enhanced questioning and enquiry skills

Audience

This programme is appropriate to all leaders and managers who have a bearing on setting and promoting organisational culture.



Format

Five days of synchronous training (online or face to face), one every 5-6 weeks.

In between training days, participants each attend one plus group supervision and one peer coaching session (5 of each in total over 8 months).

Sessions are spread out to maximise on-the-job learning whilst accommodating busy leaders schedules.

The pedagogy is based on evidence of how adults learn best, drawing on my background in education research and consultancy. It is therefore highly practical and applied.

Content is drawn from the fields of coaching, organisational psychology, leadership, and mindfulness.

Expert trainer

Astrid is an accredited executive and team coach, facilitator, and trainer with 20 years' experience in education and international development consultancy.

Workshop outline

1 Basics

- ✓ Active listening, creating rapport, quality questioning, giving and receiving feedback
- ✓ Two simple tools to structure conversations

2 Behaviour and the mind

- ✓ Why we behave the way we do
- ✓ The connection between thoughts, feelings, physiology and our external environment
- ✓ Limiting beliefs and assumptions

3 Presence

- ✓ How to 'be' to create the conditions for high quality thinking
- ✓ Tools and practices for working 1:1 and with teams

4 Relational dynamics

- ✓ Psychological models that help us understand our interactions with others (transactional analysis & paradigms)
- ✓ Practical ways to create positive relational dynamics in the midst of challenge

5 Deepening and sustaining

- ✓ Practice all the elements together
- ✓ Create your own organisational culture charter
- ✓ Establish your agreement

For a no-obligation discussion about running this workshop for your organisation please just give us a call on 01582 463460.