



# Leader as coach

- Improved performance
- More accountability
- Greater learning

If you could only choose one skill to improve or even master in the coming year as a leader in your organisation, our suggestion would be that you master the skill of coaching others.

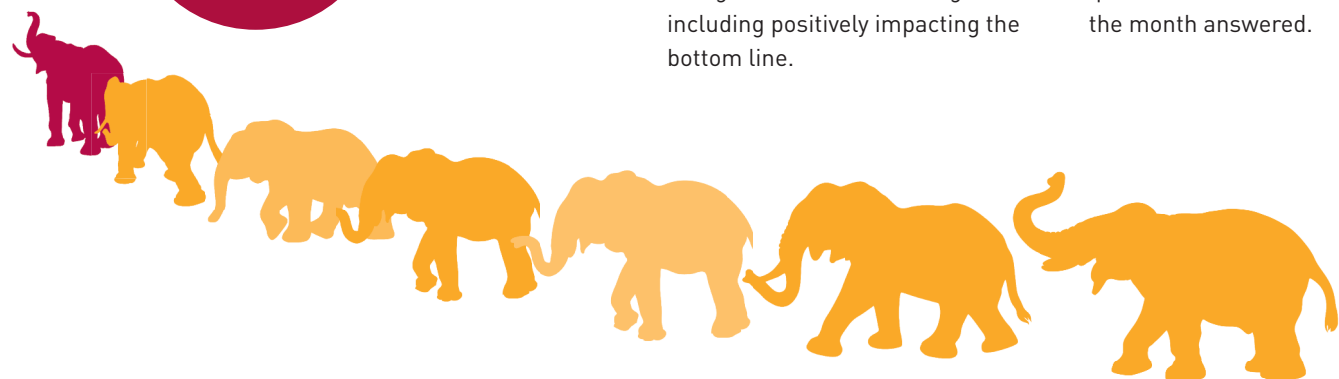
Coaching is a skill that will enable you to create relationships with your people that generate more accountability, greater learning, more engagement and improved performance – and that is what they get from this! You will not only have the satisfaction of having created and nurtured those relationships, you will also benefit from being seen and experienced as a leader that can create those environments that generate such amazing results including positively impacting the bottom line.

By the end of our two day programme, you will have the confidence and skill to embark on coaching conversations at work that will:

- Improve performance
- Increase accountability, responsibility and learning
- Increase engagement
- Resolve conflicts
- Facilitate innovation
- ...and so much more.

A month following the programme you will also take part in a webinar where you will be able to share your experiences with your other course participants as well as get any questions that have come up over the month answered.

valueU



# The programme

## Day One

- The GROW model – a framework for all coaching conversations
- Skills for effective coaching
- Influence and rapport building
- The coaching process
- Powerful questions
- From listening to hearing – the five levels of listening

## Day Two

- My map your map – identifying and working with differences
- Building rapport whilst appreciating differences
- Coaching feedback
- Highlights from neuroscience to enhance your coaching conversations and relationships particularly when coaching for change

- Coaching practice – on your current business / development issues
- Coaching pairs for coaching practice

## Webinar

- Review
- Feedback coaching practice and Q&A

Your course leaders and coaches are all experienced business professionals as well as accredited coaches and trainers



Sonia Gavira has nearly 20 years experience of working across a number of sectors spanning both manufacturing and service industries. With a background in marketing and HR to director level, her career to date has enabled her to manage large scale projects across international boundaries. Today, Sonia's interests lie in the development and alignment of an organisation's brand and

its values and how that can be used to engage employees. She also works extensively on the development of high potential individuals and teams particularly when going through or implementing change. She is a masterful coach, NLP Master Practitioner and accredited trainer.



Hilary's experience and ability to work top down and bottom up in an organisation, her creativity, passion for learning and for life [she is a mother of 4!] make her a joy and inspiration to work with. She is an experienced HR Director having worked in

both retail and banking environments, as well as a Master Coach, Master NLP Practitioner and respected trainer. Cultural issues are of strong interest to Hilary, her MA dissertation was on cultural diversity and the impact on global organisations



Simon left the corporate world where he was an Account Director for an advertising agency over 10 years ago to pursue a dream of working as a tennis coach. He is the head coach at a club in Buckinghamshire and in addition runs two organisations – tenniszone which brings tennis to various groups in the community and Little Aces which introduces tennis to the under 5s. Since becoming a coach he has developed an interest in the

Inner Game developed by Tim Gallway – the granddaddy of coaching! – and has trained with the man himself.

Simon now combines knowledge and experience of the corporate world with his love and expertise in coaching and the Inner Game principles to add an extra dimension to coach training.

## Dates:

Please see our Workshop page on the website at [www.valueu.com](http://www.valueu.com) for details of our latest dates

**Price: £897 + VAT** to include all refreshments and lunch on both days plus participation in the webinar and a binder with all the course materials.

Venue: We use venues such as Ashridge, Pendley Manor and Missenden Abbey in the Hertfordshire or Buckinghamshire countryside yet only 35 to 40 minutes from central London and Heathrow Airport. All the venues can provide accommodation

or an alternative list of accommodation can be provided on request. Final venue is chosen depending on numbers. Numbers are limited to a maximum of 24 to ensure everyone gets personal attention.

For an up to date list of our venues please see the website Workshop page

This programme can also be delivered in house for a group of your leaders and senior managers. For details please contact Sonia on **01442 825156** or via email at [Sonia@valueu.com](mailto:Sonia@valueu.com)