

Leader as Coaches

The Leaders as Coaches programme is designed to produce the following results:

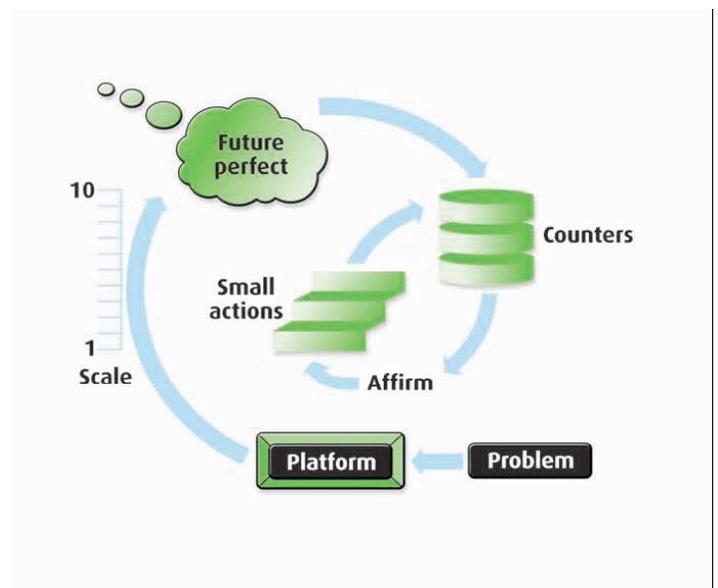
- managers have greater confidence in their ability to manage and set goals
- staff are clearer on what is expected from them and feel supported whilst finding ways to achieve these
- staff come to managers less with problems and more with solutions
- both managers and staff view risk as a learning opportunity
- managers are able to identify strengths to enable development of change management and effective communication strategies.
- staff have a greater awareness of personal impact and team development needs.

The approach

The workshops build on leadership and change agent skills using a Solutions Focused range of activities designed to build team ethos and efficiency.

We understand the unique context in which managers and leaders are working and therefore provide real life applicable examples.

The programme is also unique in that uses a solutions focused coaching approach and OSKAR model (Mark McKergow and Paul Z. Jackson, 2004) that is highly effective in both private and public sector



Workshop

This will train and support the managers to use coaching skills with their own teams and learners, to articulate what they want from them (and their staff from them), help set targets and understand how to identify coaching opportunities where they can use these coaching skills to help their staff and learners achieve these outcomes.

The programme will consist of 2 x 1 day workshops for up the 18 managers

One to one Coaching

In addition, each manager will be allocated two x 1 hour telephone-coaching sessions with an external coach from Reflexion Associates. The benefit of this coaching is three-fold:

- to experience how coaching works first-hand,
- to learn from their coach
- to discuss how their coaching is going.



You may also want to organise internally or consider:

Supervision sessions

2 x half day supervision session provides the opportunity for those who have participated in the two-day training programme to share their coaching experiences/successes and to get answers to questions or concerns about their application of solutions focus and coaching.

Review Day

The programme concludes with a review day for the managers, the staff they have coached and the learners to evaluate the impact and benefits, and decide on next steps

This programme has worked very well in many organisations, such as: Redbridge College and the Metropolitan Police and Greater Manchester Police.

“Thank you very much for the difference you have made to the team. Our sessions with you have inspired new leadership practice and approach, have renewed trust and confidence between team members and have generally sharpened our focus. The more reluctant amongst us are now true converts to the coaching model. I am sure that as this becomes more embedded the college will move forward on its journey to ‘beyond outstanding’”. Marian Plant OBE – Fareham College

The programme can be tailored to suit your budget
Blended learning options are available

About [Reflexion Associates](#)

The Team: Experienced coaches who work internationally in the private, public & voluntary sector, educated to Masters level. Committed to continuous development, find more about us [here](#)