

# Coaching for Leadership Excellence

**IN THE MODERN CORPORATE LANDSCAPE, LEADERSHIP IS NO LONGER DEFINED BY WHO HAS THE MOST ANSWERS, BUT BY WHO ASKS THE MOST POWERFUL QUESTIONS.**

This 1-day experiential workshop is designed to equip leaders with essential coaching skills that foster accountability and development.

The programme moves beyond theory, blending practical frameworks with live practice to help participants transition from a directive "telling" style to a developmental "coach-like" approach.

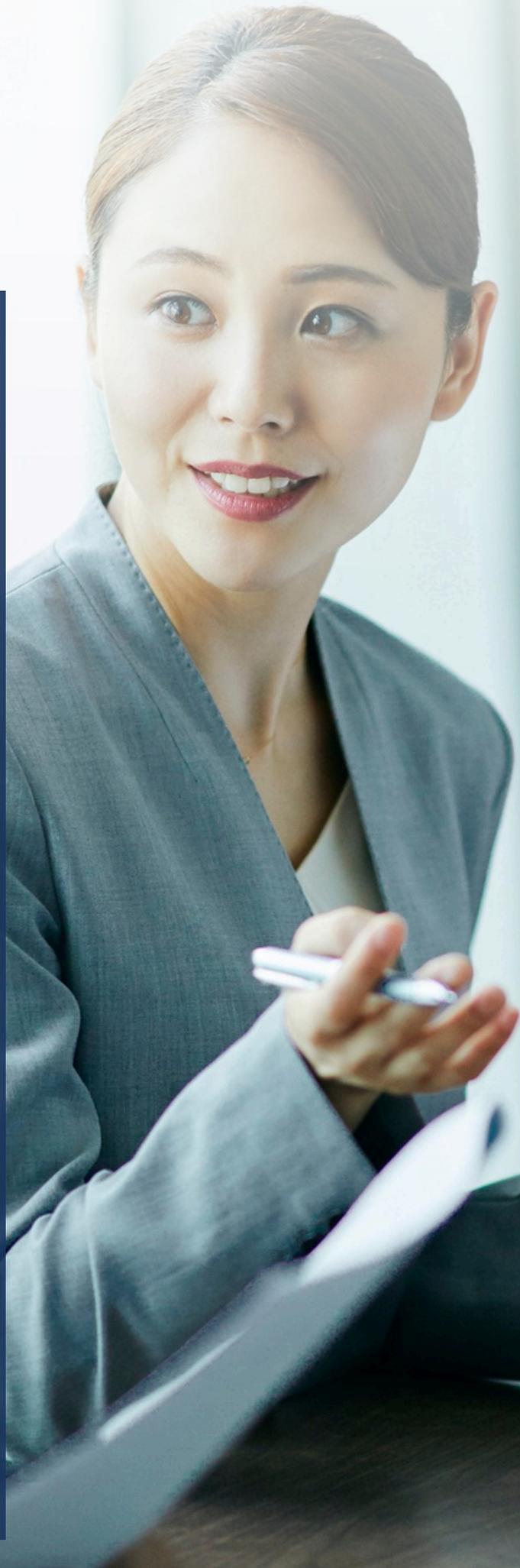
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## HERE'S WHY A COACHING CULTURE WOULD IMPROVE YOUR ORGANISATION:



**No other leadership behaviour is more correlated with increasing Employee Engagement than a leader's coaching effectiveness** (Results based on study of 2,240 Global Leaders by Zenger Folkman)



Leaders that are the most effective coaches have **3x more employees that go the extra mile.**



**70% of Coachees** improve work performance, relationships and communication



**Organisations with a Coaching Culture see:**

- 3x Increase in Employee Productivity
- Employees are 3x Less Likely to Quit
- 6x Increase in Employee Engagement

## KEY PROGRAMME HIGHLIGHTS:



### **Coach-Approach Mindset**

Emphasises the importance of adopting a coaching mindset to foster growth and development.



### **Practical Coaching Tools**

Provides essential tools and techniques for effective coaching practices



### **Live Practice & Feedback**

Encourages hands-on practice and constructive feedback to enhance skills.



### **Workplace-Relevant Scenarios**

Focuses on applying coaching strategies to real-world workplace situations.

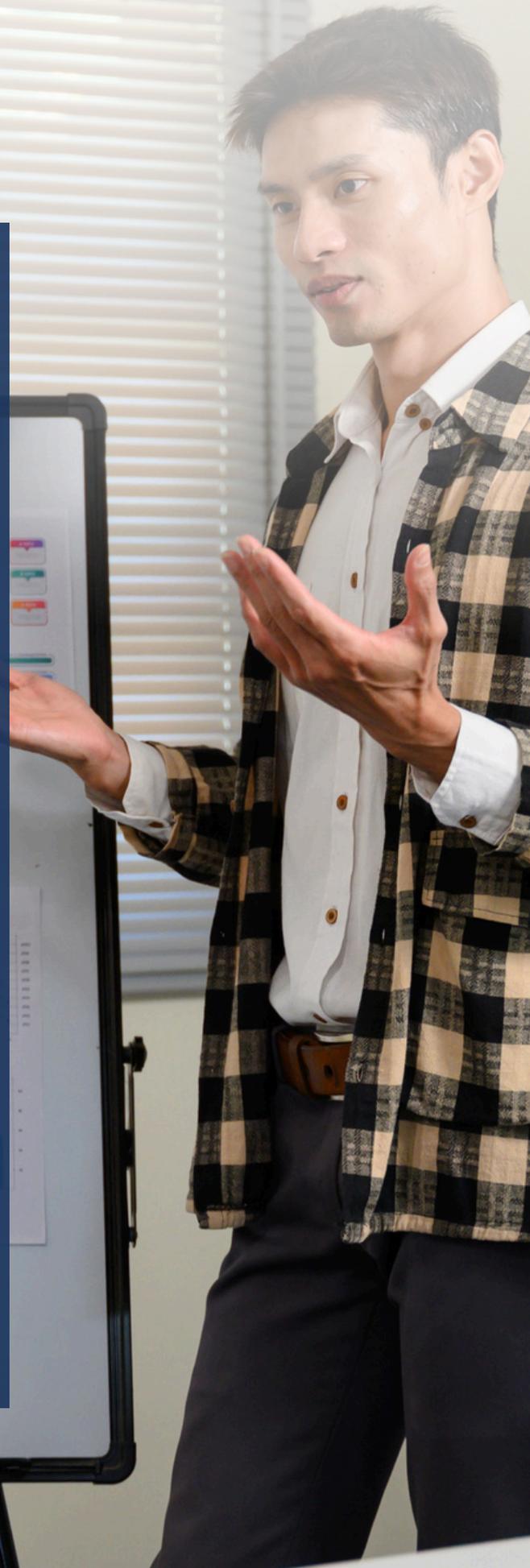


### **Reflection & Action Planning**

Promotes self-reflection and strategic planning for future actions.

**BY THE END OF THIS INTENSIVE  
WORKSHOP, PARTICIPANTS WILL:**

- **Acquire foundational coaching skills** specifically tailored for leadership excellence.
- **Master Situational Leadership**, gaining the clarity to know exactly when to coach, when to mentor, and when to direct.
- **Adopt a Solution-Focused mindset** to engage team members and shift conversations from "Problem Talk" to "Solution Talk".
- **Master the art of powerful questioning** using proven techniques where the quality of the question determines the quality of the result.
- **Utilise the Listen-Select-Build (LSB) technique** to focus on what truly matters to the coachee and build toward a preferred future.
- **Conduct coach-like conversations** that build deep trust, foster rapport, and effectively influence workplace behaviour.



## ELEVATE YOUR LEADERSHIP CAPACITY

### WHO SHOULD ATTEND?

- **Senior Leaders and Executives** who need to drive high-level engagement and productivity.
- **Managers and Team Leads** looking to shift from "solving problems for others" to "helping others solve their own problems".
- **Newly Promoted Managers** who may feel overwhelmed by team conflicts and need structured tools to handle leadership pressure.
- **HR Professionals and Talent Managers** seeking to embed a coaching culture that reduces turnover and increases employee "extra mile" effort.

### DELIVERABLES

- The B.E.S.T. Solution-Focused Question Bank
- 10-Tool Mastery Kit
- Personal Coaching Integration Plan
- T-GROW Implementation Roadmap

## CONTACT US TO ENQUIRE MORE!



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