

# Coaching Skills for Leaders

## Inspired Leadership, Empowered Teams

### Overview

The Coaching Skills for Leaders program is designed to equip workplace leaders with the skills necessary to deliver a coaching approach as a key component of their leadership strategy. The provision of coaching skills for your managers supports them to promote energetic engagement of their people, a fundamental characteristic in multiplying workforce capability and performance. The program provides participants with an understanding of the importance of Coaching as a leadership style in the 21<sup>st</sup> Century and the impact it can have for their people and their organisation, and at the same time developing skills that will enhance their capability as highly effective leaders.



### Program Outline

The program's core is a one or two day workshop focused on learning essential models and tools to equip the participant to be able to coach in the workplace effectively. Focus is on why and how coaching works and is focussed on the typical conversations that occur in the workplace. This can be facilitated towards specific areas and industries as required.

Shorter workshops can be provided.

Participants are encouraged to practice their skills after the first day. The second day will continue skill building and facilitate the outcomes experienced by participants during the week between sessions.

The program can embed skills and learning through monthly support forums and optional quarterly one-on-one coaching sessions for each participant throughout the first year.

### What your organisation will gain:

- **Enhanced Leadership with the capability to produce high performance teams**
- **Productivity gains on many levels**
- **A greater depth of "organisational intelligence" unleashed**
- **The growth, connection and collaboration of your people through a more powerful way of engaging**
- **A continuous on the job learning environment as a "way of being" through managers naturally developing their people**

### What your leaders will learn:

- How to increase influence and at the same time empower people to be more productive
- The value of challenging people to be their best
- How to build higher performing and sustainable teams.
- Methods to build greater connection and engagement
- Powerful conversations that Inspire
- The power of the core coaching competencies of acknowledgment, listening and questioning
- Skills based on International Coach Federation core competencies
- Social + Emotional Intelligence framework - Gain greater self-awareness as a result.
- Supporting people to reach their full potential.
- Professional facilitating skills to support employees learning.
- An ability to lead through change more effectively.

# Our services



**Enterprises that are continually the best in their field develop exceptional people at all levels.**

This capability is driven by leaders who lift the organisation from its very core by the way they lead

They understand the value of highly engaged, empowered and talented people, to drive and sustain superior levels of performance and stakeholder value. EQ Ignite partners with organisations in developing this capability. **Our fundamental aim is to assist in achieving extraordinary levels of success through promoting engagement, leadership, purpose and value at every level.**

We do this by working with leaders to shift the way they engage with their teams through the effective use of Social + Emotional Intelligence. This is an essential foundation skill for leader's of the high performance organisation today. We seek to develop outstanding capability in leaders using the principles of Neuroscience, Social + Emotional Intelligence and Strengths based coaching. Highly successful organisations are recognising the power of Social + Emotional Intelligent leaders as a key component of driving productive behavioural change so that its impact becomes culturally significant. **The result is a highly engaged and high performing organisation.**

**EQ Ignite supports you in these areas:**

- **Leading Social + Emotional Intelligence Profiles and Assessments**
- **Facilitating Coaching Skills for Leaders program**
- **Organisational, Team and Individual coaching to support the growth of Social + Emotional Intelligence**
- **Professional development presentations & workshops focused on Igniting your Social + Emotional Intelligence**

*Creating an environment for empowered people to perform, unleashes blockages to high performance.*

*EQ Ignite works with small through to large organisations who want to maximise personal and team performance through the empowerment and growth of their people.*



**Gordon Sanderson** AFAIM, ACC, AHRI, AICD  
Principal Coach  
PO Box 134  
Carina, Queensland 4152  
**P: 0468 774 462**

E: [gordon@eqignite.com.au](mailto:gordon@eqignite.com.au)  
[www.eqignite.com.au](http://www.eqignite.com.au)

