

# Coaching Skills for Managers

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Learning & Development

In education and elsewhere, managing other people can be extremely hard. It can cause sleepless nights, stress and adversely affect the manager's confidence and self-worth. Conversely, it is very rewarding to develop individuals, successfully lead projects and establish innovative, collaborative and successful teams.

Coaching is widely perceived as a great way to manage other people and adopt a solutions-focused approach to management. This course provides many practical and easy to implement techniques to use in day-to-day operational contexts, developmental situations like appraisals and lesson observations and to guide you through challenging performance management conversations.

## Learning outcomes and benefits

Managers who:

- ✓ Draw on different approaches to build productive working relationships in 1:2:1 and team contexts;
- ✓ Help other people to solve their own problems, explore options, 'think outside the box' and ultimately take action;
- ✓ Employ coaching in developmental contexts such as appraisals and lesson observation feedback;
- ✓ Draw on a range of techniques to conduct assertive and frank performance management conversations with underperforming staff or those who have lost their sense of purpose;
- ✓ Conduct team meetings in a collaborative and productive manner, conducive to achieving departmental and whole college goals.

## Client testimonials

*"Once again I'm able to look at aspects of my managerial style in a different light and able to make changes immediately. Confidence is stronger and I feel more assured. Bob held the interest of the group and training style was excellent".*

**Adrian Clume**  
BUPA Home Healthcare

*"The learning of how to coach and the benefits of coaching will be really useful in both conducting appraisals and also attending my own appraisal this week".*

**Kathryn Scott**  
BUPA Home Healthcare