



Are you a Leader or Manager looking to enhance your coaching and mentoring skills? Do you want to improve your ability to support your team members' personal and professional development? Do you currently use reframes to influence your team to adapt, adopt new workplace practises (habits) easily and effortlessly? Are you confident and comfortable in the role of Coach or Mentor? How do you currently evaluate the effectiveness of your Coaching and Mentoring styles?

Our two-day experiential and scenario-based learning workshop, "Leaders and Managers as a Coach or Mentor," has been specifically designed for those in a leadership role in their organisation. All our programs are underpinned by the principles of Neuro Linguistic Programming which means its practical and relevant to your team.

After two day you will leave with the practical skills and templates to create your Coaching or Mentoring Plan with your team.

On day one, you'll delve into the fundamental principles and distinctions of coaching, mentoring, and training. You'll learn how to actively listen, provide feedback, and set goals. Plus, you'll discover how to build trust and rapport with your team members and use questioning techniques to stimulate self-reflection and growth.

Day two focuses on the practical skills which will enhance your current Coaching and/or Mentoring styles to confidently conduct Coaching and/or Mentoring Conversations.

DAY 1

Morning Session:

Coaching and Mentoring

Coaching vs Mentoring vs Training

- understanding the differences

OPTIONS MODEL

- Outcomes, Picture it, Time to Image, Objective, Needs, Steps

Active listening and Questioning techniques

The Power of Feedback: giving and receiving

DAY 2

Morning Session:

Establishing your non-negotiables as a leaders

- Values and Ethics
- Non-negotiables: Establishing boundaries and expectation

Managing Expectations

- Setting goals and objectives
- Balancing accountability
- Empowerment

DAY 1

Afternoon session: Reframes and NLP

Introduction to Neuro Linguistic Program (NLP)

The Power of Language: Influence and Negotiation

Reframing: Changing perspectives and mindsets

Anchoring: Creating positive states of mind

DAY 2

Afternoon session

Application and integration

Applying Coaching and Mentoring skills to real-world scenarios

Integrating NLP and reframes when Coaching and Mentoring

Creating a Personal action plan

Evaluating the success of your Coaching or Mentoring Program.