

Coaching Training for managers

National Coaching Certification Training

The Manager as coach

- a specialized coaching training to give managers the coaching skills they need.

The Coaching training has a national certification through Lambent do Brasil, a sign of quality coaching training.

Coaching is increasingly popular as one of the most focused and cost effective ways of helping business improve performance through developing their people. More and more businesses are using coaching to help their employees learn important skills, and to support changes made by existing training and consultancy. The most cost effective way to do this is for managers to learn the *necessary* coaching skills.

The challenge for managers is to learn and integrate coaching skills into their daily practice. Managers are busy, they have very little time and sometimes it may seem that coaching is something they have to do *as well as* everything else. Coaching must fit into their work and be a means to an end, not an end in itself.

The existing management paradigm is for the manager to ask questions to understand the problem, so they can give the answer.

The coaching paradigm is for the manager to ask questions to help the person understand the problem, so they can solve it for themselves and develop themselves, becoming more creative and more effective in the process.

Benefits of the training:

- It shows the company's commitment to their people
- Helps managers develop their people
- People become more creative and able to solve problems
- Reduces the manager's workload, as their people will be able to solve problems by themselves and will need less supervision.
- Gives an excellent image for the manager
- Helps managers to understand staff needs at a deeper level

Training Schedule

The course is six days (45 hours)

It can be taken as an intensive over six consecutive days, or in two or three day modules to be arranged.

The course includes a practical session of coaching every day

The course covers:

- Definitions of coaching
- Standards and ethics of coaching
- Using the wheel of business to find leverage points in the managers work
- Coaching for high performance
- Performance and process goals
- Values and their importance in the business
- The value behind the goal
- Using questions
- The characteristics of powerful questions
- The impact of questions
- Time management
- Time lines
- Action plans
- Practical issues of coaching
- How to conduct a coaching session
- Using coaching to improve performance
- Single and double loop coaching
- Recreating better work habits and procedures
- Limiting assumptions and how to deal with them
- Giving tasks
- Coaching demonstrations
- The transition model
- Coaching for career planning and succession planning
- Creating structures
- Summary and conclusion
- Deciding future steps

We also offer facilitation sessions of three hours to review progress to be agreed at a time after the training.

For more details call or E mail:



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