



# EFFECTIVE COACHING AND MENTORING FOR LEADERS



 **Delivery:** Face-to-Face (recommended) or Virtual

 **Duration:** Full day

 **Maximum Participants:** 12

 **Recommended for:** All leaders and managers

 **Fully Pre-qualified on:** buy.nsw Supplier Hub, VendorPanel and AusTender

## Improve your leadership skills and help others develop their potential

Coaching and mentoring are rapidly becoming recognised worldwide as highly effective and important people leadership skills. Although sometimes interpreted differently and often used interchangeably, both coaching and mentoring are valuable skills for leaders who need to encourage and promote professional development within their teams and more broadly throughout the organisation.

### WORKSHOP CONTENT

This workshop is designed to help you accelerate your effectiveness as a leader by building on a solid foundation of the characteristics of both coaching and mentoring. The practical exercises help increase awareness of your role and responsibilities as a coach or mentor, while the skills practice and facilitated discussions explore how these roles can also benefit your professional development, regardless of your job role or sector.

### LEARNING OUTCOMES

Upon completion of this workshop, participants will be able to:

- Understand the Coaching Zone
- Identify Skill vs Will
- Understand barriers to coaching
- Apply a mindsets framework

- Use the building blocks of trust
- Understand the purpose of questioning and different question types
- Adapt to different styles of learning
- Understand Facilitative vs Directive mentoring
- Identify the importance of communication skills in coaching
- Work within recognised coaching frameworks, including the GROW Model
- Provide effective feedback
- Navigate the stages of a mentoring relationship

### COACH OTHERS TO BECOME BETTER LEADERS AND TEAM MEMBERS

Identify and cultivate talent throughout your organisation with this results-oriented workshop which develops coaching skills and capabilities.

### NSW CAPABILITY FRAMEWORK ALIGNMENT

- Personal Attributes
- Relationships
- Results
- People Management

### RELATED WORKSHOPS AVAILABLE:

- Strategic Leadership and Management
- Effective Communication Skills
- DiSC | Understanding Self & Others

*“ This workshop was very valuable, and the Models provided are an excellent resource. Clear and concise, the experience of the trainer was evident. ”*