

Leader-as-Coach Program

***Successful organisations are built one conversation at a time.
Leaders are responsible for modelling those conversations to achieve
a shared vision of success.***

Who is it for?

gci is one of the leading providers in Australia of *Leader-as-Coach* programs, with literally thousands of individual leaders and managers having been exposed to this training.

Coaching is now a recognised leadership style for all managers who have leadership responsibilities, from junior managers through to CEOs. This program is for such people in your organisation. The program is also for executives with people development or influencing responsibilities like those in human resource development, consulting and sales roles.

What are the benefits?

Participants in this program:

- > Increase their knowledge and confidence in exercising leadership
 - > Learn a coaching methodology that becomes a shared and consistent way of communicating
 - > See an expert executive coach model effective coaching conversations on real work-based issues
 - > Practice coaching conversations and receive valuable feedback
 - > Increase competence by receiving input and resources that build coaching skills and techniques over the long term.
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How does it work?

Ongoing evaluation of these programs means that *gci* has fine-tuned them to achieve just the right balance of theory, modelling and practice. Depending upon your organisation's needs, our one to four day *Leader-as-Coach* programs cover:

- > Research on coaching in the context of building 'winning organisations'
- > Modelling and practice of our proven *GROWTH* coaching system
- > Coaching with Emotional Intelligence
- > 8 key skills of coaching
- > Giving performance feedback
- > Managing the 'hard' conversations
- > Facilitating sustainable change and development
- > Creating a coaching culture
- > Sophisticated coaching techniques for the experienced leader.