

Higher Performing Teams through Coaching**Instructor(s): Sharka Stuyt**
Course Contact hours: 7 hours

You are an expert, efficient and good at what you do. You manage a hectic and dynamic work environment that runs day and night. You work with a changing and diverse team under tight deadlines, changing conditions and shifting priorities. Your job is demanding and exhausting. Developing leadership skills feels like a luxury you don't have time for. If this sounds familiar and you want to learn new, creative ways of dealing with the people side of your job this is the workshop for you. You will learn new strategies for working through challenges and conflicts and a coaching approach for effectively leading and managing others. Discontent and conflict arise from fear, power struggle, blame and people getting "stuck" in their positions and perspectives. Understanding the underlying dynamics of motivation and resistance can help you gain buy in quickly and easily. During this workshop, you will experiment with methods designed to help your team be less dependent on you for every decision and to think more strategically for themselves. You will also explore new ways of coaching your team that drives positive sustainable behavioral change over the long run. If you are interested in improving your leadership skills and ability and getting even better results than you are now, don't miss this workshop! We look forward to seeing you there!

Learning Outcomes

- Use your understanding of beliefs and perceptions to shift unwanted team behavior.
- Apply strategies and tactics gained to increase team engagement and motivation.
- Have an increased ability to move through fear and resistance to more easily achieve your goals.
- Leverage coaching in the workplace to improve performance.
- Learn to delegate and instil accountability in others.
- Gain tools to further your management self-awareness and leadership ability.

Course Content

- How beliefs, perceptions and emotions drive or inhibit behavior
- Motivating employees in a transient workforce
- Managing the impact of fear in the work place
- The dynamics of power and authority
- Accountability and choice
- Moving through resistance to reach buy in and engagement
- Coaching skills
- Conflict and Coaching in a unionized environment
- Making coaching an everyday practice

Required Texts

Handouts will be provided