



## Developing Coaching Leaders In Your Organisation

### Coaching is THE leadership skill with a proven return on investment

You want your business to be as successful as possible. Having managers who can be role models, who nurture the talent of their people and who demonstrate the attributes of a coaching leader, gives your business a competitive edge.

Enlightened companies, large and small, experience the business and reputational benefits of having coaching embedded at every level in their organisations. They recognise that continuing future success requires excellent leadership – a coaching style of leadership.

*“Before I attended the Coaching Leader Programme, I didn’t realise that coaching was in itself an integral part of leadership and so much more effective than directing and telling”*

*“Learning to be an excellent coach was hard for me but having acquired new skills I am ready to implement my learning with my peers and team”*

### How will this programme benefit your organisation?

It can:

- Contribute to better managed change initiatives.
- Provide leverage against the competition.
- Give the company reputational benefits in the market, elevating it by demonstrating leadership in the development of staff.
- Be a positive differentiating factor for customers, staff and prospective employees.
- Help change the culture and your people, their mind set, and their commitment.
- Result in higher employee engagement through more effective leadership.

## What will this programme do for each participant as a coaching leader?

- Enable others to deliver better performance.
- Re-assess their leadership role by understanding more about their coaching style.
- Increase self awareness and understanding of their impact on others.
- Recognise where the responsibility for decisions and outcomes actually rests.
- Develop a more extensive toolkit of coaching models and skills to use in a variety of situations.



## What sets us apart?

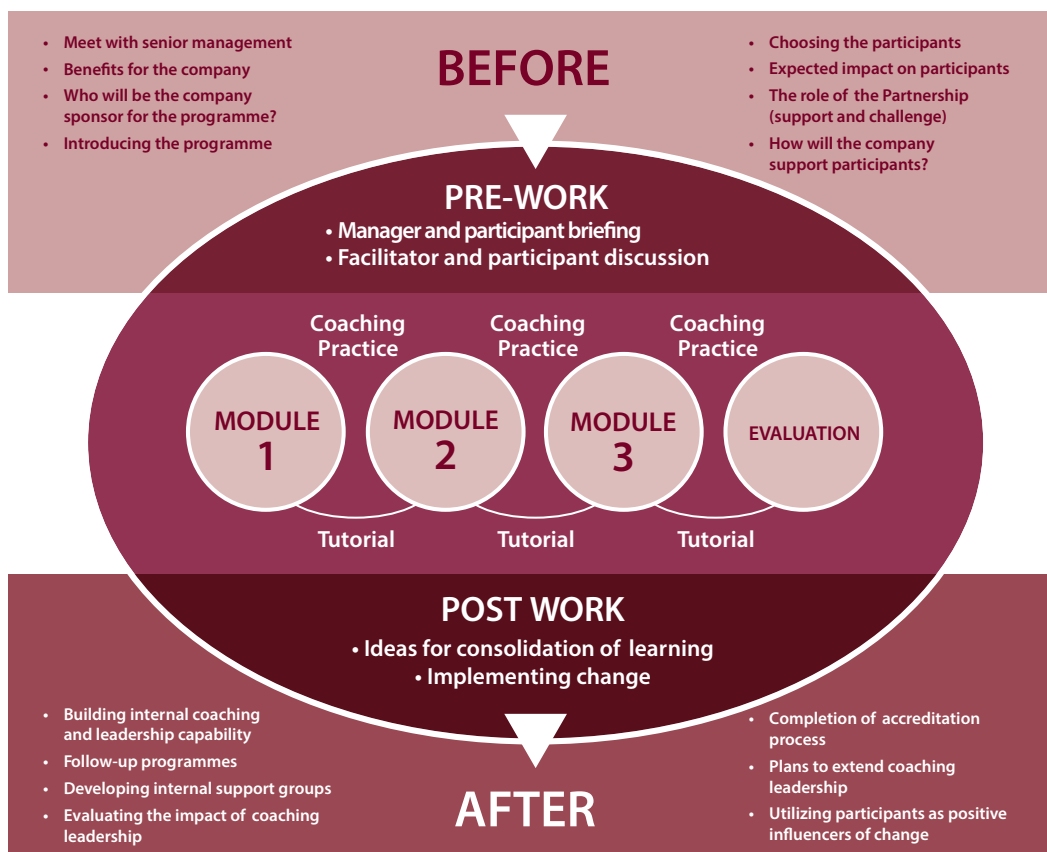
Our mission is to enable our clients to deliver the most effective leadership for their business, their people and their customers.

Our success as a leading coaching practice means we really understand the importance of this skill set for managers.

At the core of our heritage is the principle of the high performance organisation ie. what separates the best from the rest. Based on our research and experience, we have designed this programme for forward-thinking organisations that wish to embed coaching into their culture for sustainable future success.

We have an excellent reputation for coaching Senior Leaders in organisations to deliver sustainable change. We recognise the need for these leaders and their managers to develop the skills to coach within their own organisations in order to achieve results and develop their people for enhanced levels of performance and potential.

## Structure Of The Coaching Leader Programme (CLP)



The programme has been developed for managers who are responsible for the performance and growth of their people and will enable them to learn a model of management which incorporates sound practices of coaching.

The programme is 70% experiential and 30% input, enabling participants to build their core coaching skills.

The modular design of the programme allows for input, practice, feedback and the ability to experience coaching with clients. It also enables the participants to practice skills between modules and to receive feedback before each module.

Changes in behaviour can only happen over a period of time and by using a modular approach this allows the learning to be internalised by participants, with practice and feedback from experienced coaches, facilitators and peers.

The programme builds towards participants tracking their own coaching improvement and developing their own framework and model for coaching.

Throughout the programme participants will work continuously with the:

- **Context for coaching** (organisational culture and systems).
- **Process** (the ways of working as a coach).
- **Core competencies** (the skills of coaching).

## The International Coaching Federation (ICF)

Our programme has been evaluated and accredited by one of the world's leading coaching organisations.



## Next steps

If you require more information about this exciting programme please go to our website at:

**[www.thecoachingleader.net](http://www.thecoachingleader.net)**

or if you would like to have a conversation then please contact:

**Hazel Valentine**

Director of Coaching and Learning

[mail@erwood.com](mailto:mail@erwood.com)



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