

events 07

Learning
through
shared
experience



The Manager as Coach

16 November 2007

The manager as coach is increasingly seen as a means to deliver individual and organisational improvement and facilitate collaborative problem solving.

This practical workshop explores the challenges for the manager as coach and the opportunities for success.

Organisations have become increasingly alert to the need to train their managers in coaching skills as the most effective means for developing others. The manager-coach is seen as a practical and successful way forward for increasing performance and encouraging individuals to take personal responsibility for their learning. It is also regarded by some organisations as the way to bring about culture change, with leadership being focused on a collaborative approach to problem solving, with reduced dependency on the manager for advice, solutions and decision-making.

With coaching now an essential in a manager's toolkit, this workshop is aimed at managers who have some or no experience in coaching and are keen to develop this further. It is also for internal coaches and those HR practitioners who need to develop the coaching capability of their organisation's managers.

PROGRAMME

09:00	Registration and coffee	
09:30	Overview Helena Clayton, Director of Open Programmes and Sabine Stritch, Senior Consultant Coaching is recognised more and more as an effective means of increasing personal effectiveness and performance in organisations. Recent research shows that 88% of organisations surveyed use coaching by line managers as a development tool and that this figure is still growing. The onus is on organisations to develop the necessary skills to equip manager-coaches in this area. This opening session will explore and give context to such issues as: • What part does the role of manager as coach play in organisational effectiveness? • What does the role of the manager as coach entail? • Why a coaching culture is becoming more important and how it helps both Learning and Development and Organisational Development.	climate of rapid and radical change, when we are faced with a number of issues around maintaining morale and performance, this was one of the approaches to improve our business capacity and prepare the LSC for its future. This session will share how we developed a sustainable coaching culture, the benefits we are seeing and our future challenges.
		12:00
		The Manager and Coachee Relationship in Practice Jill Saville, Head of Performance and Planning and Emily Lyn, Customer Service Development Manager, Legal Services Commission In an interview with Sharon Brockway, Principal Consultant at Roffey Park, Jill and Emily will share with us their experience about their coaching relationship, successes and pitfalls and what managers need to be aware of in making the manager-coach role a success.
		12:45
		13:00
		14:00
		Experiential Workshop session Sabine Stritch, Senior Consultant and Andy Firth, Senior Consultant This session provides a fun, experiential exploration of coaching styles and their impact on individual performance. We shall be discussing and experiencing coaching styles and their use in our practical work.
10:30	Discussion	
11:00	Case Study – Legal Services Commission Establishing a Sustainable Coaching Culture in the Legal Services Commission Elizabeth Crosse, Executive Coach, Legal Services Commission Over the last two years the LSC has introduced a coaching approach to performance management. In the current	15:00
		16:00
		Practical Strategies
		Discussion in Plenary
		Close

THIS WORKSHOP

- Clearly explains the role of the manager as coach and explores how coaching fits alongside the other roles that a manager plays
- Makes clear the benefits to the organisation, the manager and the individual of the manager as coach
- Provides practical strategies for resolving day-to-day dilemmas for the manager-as-coach
- Offers experiential activities to explore the relevance of different coaching styles
- Identifies a missing piece of effective coaching which is often overlooked in workplace coaching, with practical suggestions to develop this area
- Shows how coaching leads to improved performance

To book:

Phone +44 (0)1293 854047, **email** bookings@roffeypark.com or **online** at www.roffeypark.com/events

Fee: £395 + VAT (£355 + VAT if booked before 10 October)

If you bring a senior colleague with you, they can participate for the special price of £295 + VAT

Group booking discount (3+ people) £355 + VAT

Education/charity sector £315 + VAT

Accommodation is available: our spacious en-suite bedrooms are contemporary and comfortable. Bed and breakfast costs £85 + VAT. To book, please contact Caroline Wright on 01293 854044 or email caroline.wright@roffeypark.com