

Building Coaching Skills for Managers



Coaching.
Humanised.

This solution encapsulates TTM's methodology developed over years, after receiving feedback from many companies who found traditional coaching helped the individual, but did not lead to growth for the organisation

Target audience

- All managers in the organisation
- The Journey will be tailored according to the seniority level of the managers:
 - Level 1-beginners
 - Level 2-intermediate
 - Level 3-advanced



Duration

- **Digital Sessions:**
9 Segments – each of 90 min
- **Coaching Practice Assignment:**
a minimum of 6 coaching hours
- **Coaching the Coach:**
4 coaching sessions by TTM coaches – each of 60 minutes (individualized learning)

BUILDING THE FIELD COACHING SKILLS FOR MANAGERS

THE NEED TO BUILD FIELD WORK COACHING CAPABILITIES

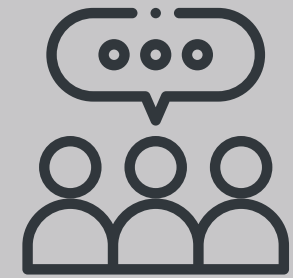
The keys to financial success and a profitable business are not the strategies or the systems of the organisation. The character and skill of Managers, who practice what they preach and recognize the Manager's role in coaching employees, is what counts.

With the ever-changing nature of the business environment, one thing has always remained constant: the need for good managers. Not just managers who are efficient at running operations, but those who are geared toward helping their people succeed. Coaching inspires relationship building, which in turn builds character and stimulates improved performance. From this basis, many managers find it easier to carry out other managerial duties, as they feel the polarity of traditional management and the familiarity of how a manager's communication style plays an autocratic perspective. However, for coaching to work at its best the coach needs to secure an environment of openness, safety, integrity and empathy. Once you're able to get the manager onboard, both the manager's needs, and the business's needs are met.

The Journey

02

This journey is structured according to the principles of management coaching for performance with focused steps that take managers through the process of renewing communication and fostering success in others. By using roleplays, questionnaires and discussions, TTM will help managers discover the “why” for the manager’s attitude and create a plan to transform the managerial thinking into coaching behavior.



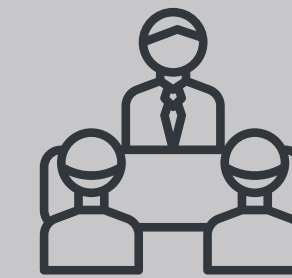
THE DIGITAL SESSION

This is the primary knowledge building session, where the audience will learn the principles of coaching, and the coaching process, material and more. This will be made of 9 Segments – each of 90 minutes, delivered digitally.



COACHING PRACTICE ASSIGNMENT

Coaches will be asked to deliver 6 coaching hours during a period of 2 month, where they document and record their findings and highlight challenging coaching incidents where they need more support from TTM coaches.



COACHING THE COACH

In order to support the coaches during their Live Practice, they will have access to 1:1 Coaching by TTM certified coaches. TTM coaches acts as a mentor to coach the members individually. Each coach will receive a total of 4 coaching sessions – each of 60 minutes, delivered digitally.

Attend the Sessions



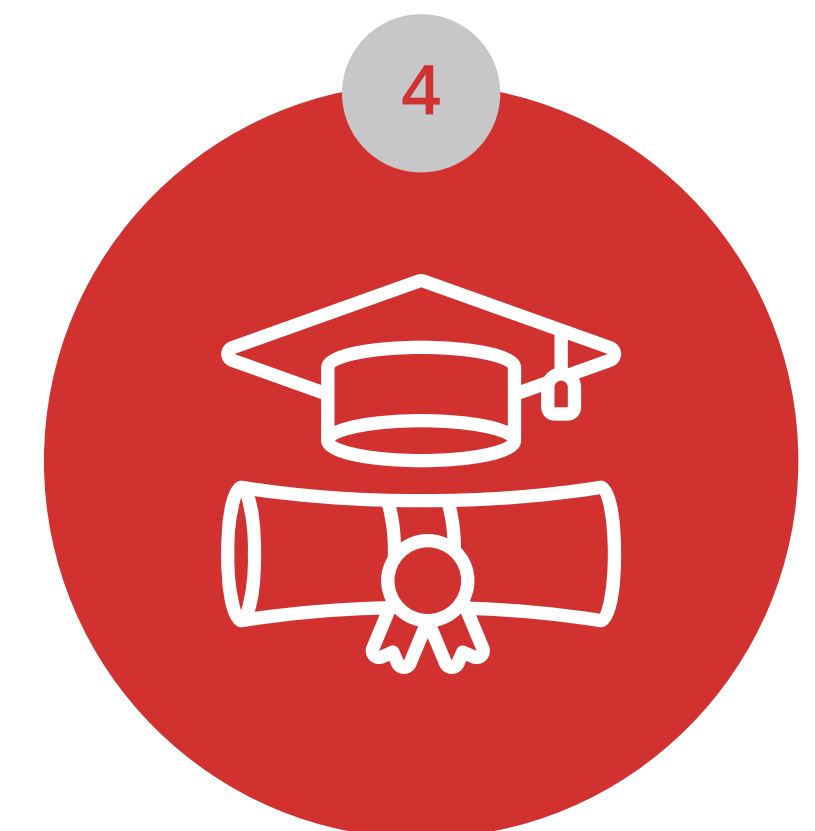
Practice, Reflect and Document



Get Coached



You Are Ready!



The Details of The Digital Session

These 9 segments are structured according to **The Principles Of Management Coaching For Performance** with focused steps that take managers through the process of renewing communication and fostering success in others, using the unique GROW® coaching methodology. The segments will be focused on the below areas:



THE ROLE OF THE COACH IN THE ORGANISATION

Show Passion Towards:
The coaching Process
(understand the
learning process)

Show Passion Towards:
Growing self and others
(build your credibility)



THE POWER OF COACHING IN CREATING FUTURE LEADERS

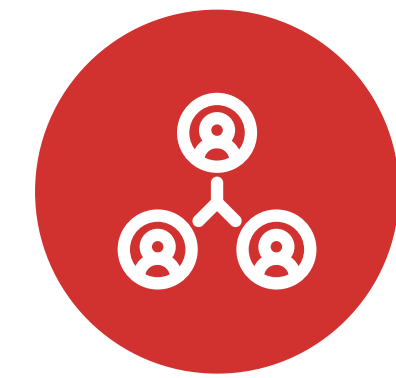
Coaching as an inspirational tool to drive success

Coaching people to
know where are they
going: the Destination

Coaching to enable people
to think, provoke analysis
and feel the desire to change/
Learn: The Diagnosis

Coaching to enable people
find solutions, think
creatively and value
the options:
The DIGGING DEEP!

Coaching to enhance
the Abilities and Willingness
to ACT, the DIRECTION!



ENHANCING THE MANAGER'S VALUE AS A COACH

Coaching to cope with
change, crisis, and transition

Using Coaching feedback to
make the improvement needed

Be persistent in making
the change happen – ensure
commitments

Practice, Practice!

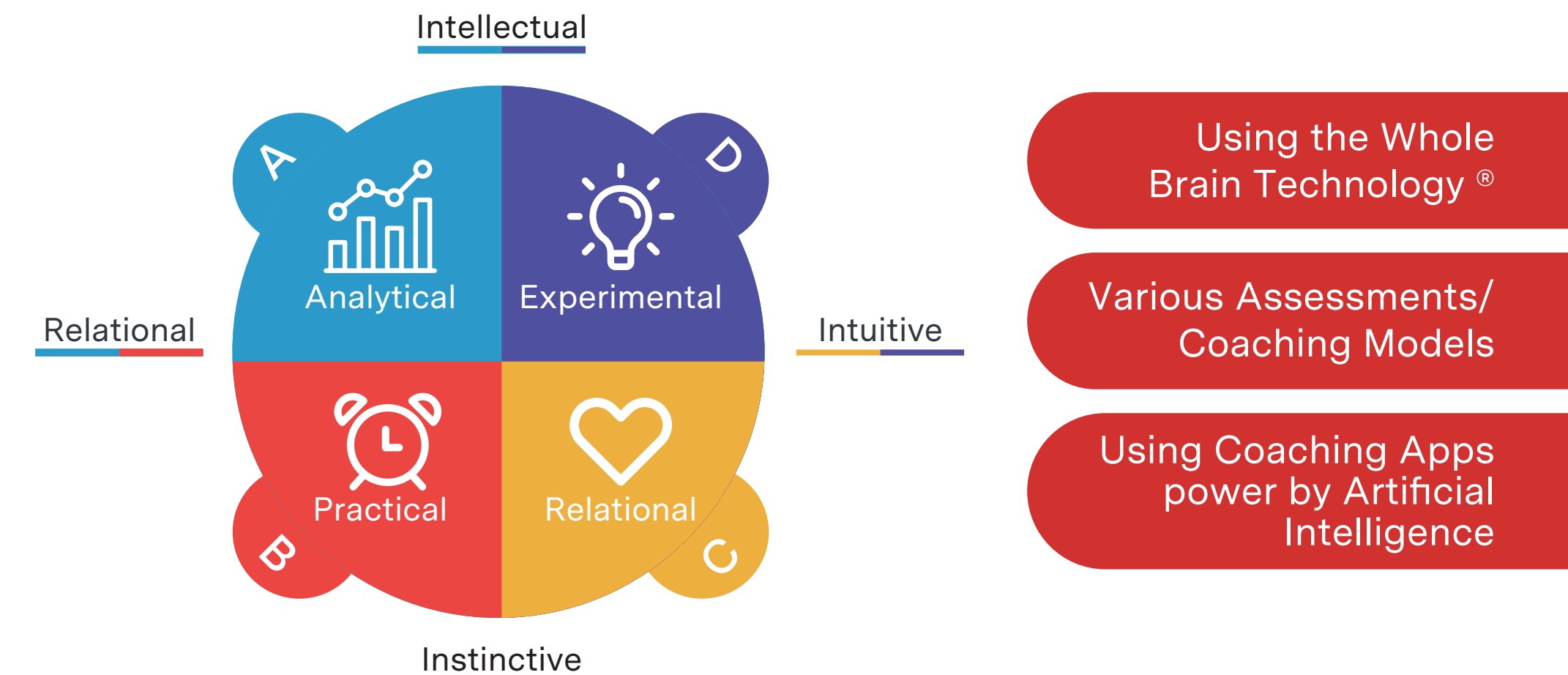
MATCHING & FINE TUNING USING WHOLE BRAIN TECHNOLOGY

TTM coaches understand the pivotal role played by the brain in both the client's and the coach's capacity to adapt effectively to meet the demands of a situation and to successfully navigate crisis and transition. The coach can provide the ongoing relationship that stabilizes situations and facilitating changes in the client's brain. The very extensive research into the brain combining the work of many neuroscientists such as Paul Maclean who was the first to give systematic thought to the evolutionary development of the brain defining the Triune Brain, Roger Sperry's lateralization theory, and later by Ned Herrmann to define how the brain works as a whole, not just work out what each bit does.

Change that will last originates in the limbic system through emotions being fired that will create and support the neural pathways upon which change depends. The emotions are especially aroused during crisis, and during transition they need consolidating in new pathways.

From a brain-based point of view, the primary coaching task TTM follows is to create the optimal conditions for brain change. The coaching relationship is the foundation for the work of the client's brain in making sense of their unique situation. Meaning and sense-making are crucial to this process. The attachment emotions of trust and joy facilitate change. The survival emotions of fear, anger, disgust, shame and sadness inhibit change. Surprise creates possibility and potential.

TTM Coaching Methodology



Effective coaching needs to manage energy in the coaching session in order to create shared 'sense making'. Mindfulness training is good way of doing this (Hall, 2013). It allows the brain to start functioning in such a way that the mind can entertain a 'plane of possibilities' (Siegel, 2010) that makes transition possible, overcoming the confusion or rigidity that is characteristic of a mind grappling with crisis.

Enough understanding of brain and behaviour gives the coach a body of professional knowledge that has worldwide applicability as the underpinnings of coaching technique and method. At the same time, Applied neuroscience offers coaches the opportunity to become the coach not only to the individual or team but, as an expert in brain and (emotionally driven cognitive) executive behaviour, to the whole organisation.

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 Strength-Based Leadership Coaching in Organizations: An Evidence-based Guide to Positive Leadership Development Book by Doug MacKie | Published by Kogan Page | © 2016



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