

COACH FOR
PERFORMANCE

Coaching for Leaders



PROVIDING COACHING FOR ALL



Why doesn't everyone have a coach? In the world of sports, it's a given that athletes work with a coach to improve their performance, to push their boundaries, and to reach their full potential. The business world is not so different. Just as athletes need guidance to hone their skills and strategies, so do professionals need guidance to navigate the complexities of the business world. This is where our new program, 'Coaching for Leaders', comes into play.

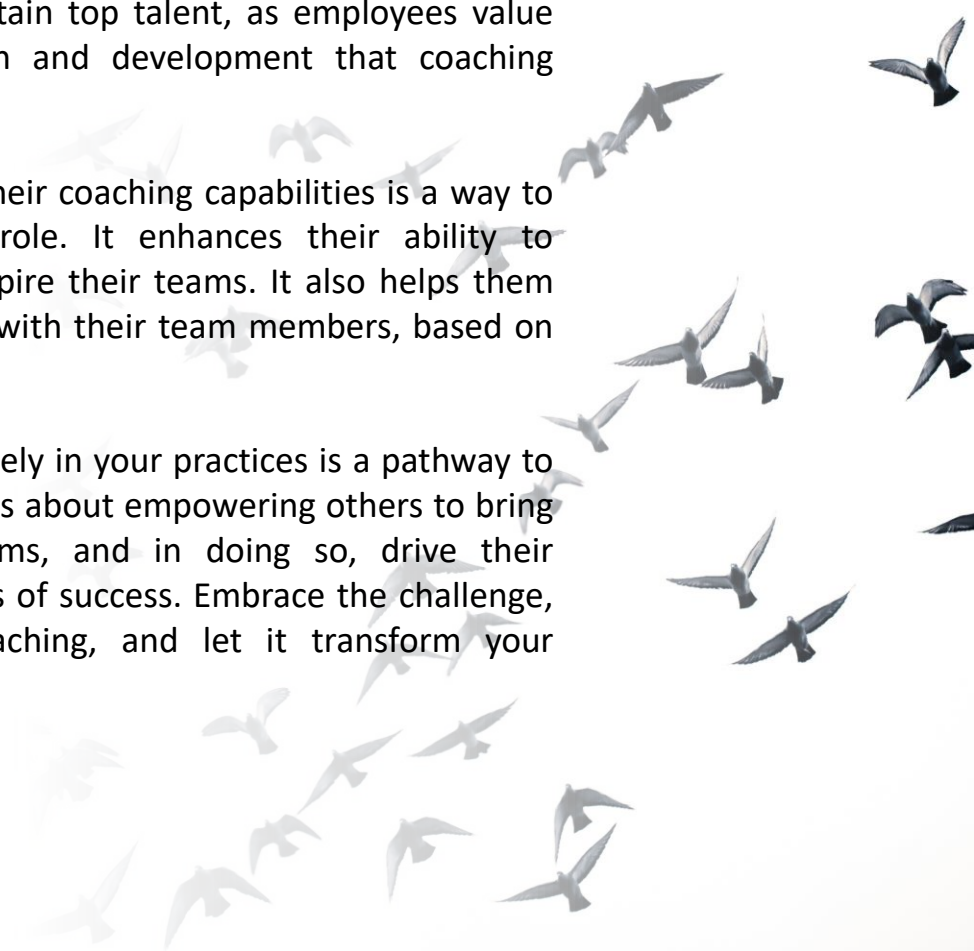
'Coaching for Leaders' is designed to equip leaders within the organization with the skills and tools needed to unlock the potential of their teams. It's about providing coaching opportunities for everyone, regardless of their role or level within the organization. By leveraging the power of coaching, leaders can help their team members grow, develop, and perform at their best, driving the organization towards its goals.

From formal coaching sessions to using coaching techniques in one-on-one meetings, leaders will learn how to use coaching as a tool to foster a culture of continuous learning and improvement. They will learn to ask the right questions, provide constructive feedback, and guide their team members towards finding their own solutions.

Coaching plays a vital role in employee development, but its impact extends beyond the individual. A coaching culture can transform an entire organization, promoting a more engaged and productive workforce, improving problem-solving capabilities, and fostering a sense of shared responsibility. It can also help organizations attract and retain top talent, as employees value the opportunity for growth and development that coaching provides.

For leaders, strengthening their coaching capabilities is a way to level up their leadership role. It enhances their ability to influence, motivate, and inspire their teams. It also helps them build stronger relationships with their team members, based on trust and mutual respect.

Embedding coaching effectively in your practices is a pathway to more effective leadership. It's about empowering others to bring out the best in their teams, and in doing so, drive their organizations to new heights of success. Embrace the challenge, harness the power of coaching, and let it transform your leadership journey.



WHAT IT'S ALL ABOUT

TARGET GROUP

Leaders who aspire to enhance their leadership skills, boost team productivity, and foster a positive work environment through applying coaching skills.

LEARNER'S OBJECTIVES

- The Role of a coach; understanding the difference between coaching and mentoring
- Intentions of a coaching
- Developing listening skills
- Coaching questions and the use of reflection
- Giving Feedback
- Reinforcing behaviors
- Using coaching model, GROW
- Skills practice sessions

FORMAT

2-days training session in the enkelfähig Academy, followed by a practical application phase back on the job. A half-day virtual meetup closes the program to debrief and share experiences.

LANGUAGE

English initially, German following later



MAKE UP OF TRAINING MODULES



← COACHING LEARNING JOURNEY →

Core Module

2-days onsite

Facilitation Skills

- Role of a coach
- Listening skills and questioning techniques
- Reinforcing and redirecting feedback
- Applying a structured coaching model

Application Phase

on-the-job

Experiences

- Self-led 'trial phase'
- Application of tools, knowledge and skills, picked up in core module

Follow-up

½-day virtual

Exchange & Reflection

- Discuss real-life cases, setbacks and experiences
- Peer Coaching
- Recognizing improvements and future development opportunities

HOW IT IS ORGANIZED



Registration Process

There is two ways how you can run this program:

Open Program

Are you an individual and simply want to sign up for the training, while learning together with others from the Haniel Group? Please register by filling out the form on our website [registration-coaching-for-leaders](https://www.haniel.de/registration-coaching-for-leaders).

Customized Program

Are you interested to run this program with your team or in your function/area? That makes total sense – all you need to do is contact us and we'll find the right format and time for the training!

Dates and Time

We have scheduled one training for the first half of the year. If there is more demand, we can add further dates. The Core Module will start at 10 am on the first day and end at 4 pm (CET) on the last day.



Core Module: 27.-28.06.2024, Duisburg
Follow-up: 10.09.2024, virtual (9 am – 12 pm)

Costs

500 € net program costs per participant (plus board and lodging).

Contact Persons



Nomination & Organization

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Program Facilitators

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Do you want to become a facilitator?

The train the trainer process allows teams and departments to deliver the learning to entire audience, in the language you want, at the cost you can afford, with the level of customization that suits your team, department, division or organisation. If you want to become a facilitator, please reach out to us!

Train-the-Trainer Process



1. Attend the program as a participant
2. Review trainer notes and facilitator videos and support content
3. Attend a train the trainer process, virtual or face to face
4. Deliver first program with coaching.
5. Review feedback and agree on next steps with you coach
6. Annual training review to maintain train the trainer status.

