

Guiding Teams to Excellence

In today's rapidly changing and competitive business landscape, the role of a leader has evolved significantly. Traditional top-down management approaches are giving way to more collaborative and empowering leadership styles.

One such transformational approach is that of the "Leader as Coach". In this short course, we will explore how embracing the role of a coach can make you a more effective and inspirational leader.

"As a leader, you have roughly 100 conversations a year that are of particularly high value—in the sense that they will change your life or the life of the person you're talking to." - HBR, 2019. We want to help you acquire the skills to maximize value in those 100 conversations, to unlock previously hidden issues, to uncover new options, and to reveal fresh insights.



UCT
Certificate Award
100% Attendance

What can you expect from this course

- Registered 2-day UCT Short Course
- A deeper understanding of the difference between coaching and other methods of interaction.
- The ability to recognise when coaching is the right leadership approach to take.
- In addition, the Leader as Coach course has been accredited through the Association of Coaching (AC), headquartered in the UK. This accreditation signifies that the course meets specific standards set forth by the AC, which is recognised both nationally and internationally.
- Learning to listen to individuals with depth and clarity to directly get to the root of issues.
- Exposure to Coaching Circles as an action-learning approach to practicing coaching skills.
- Each Coaching Circle will be run by a dedicated professional coach who will guide participants in developing their coaching skills.
- Grounded in the theoretical foundations of our Integral Coaching approach.

Course outcomes

- You will clearly understand the difference between coaching and other ways of interacting
- You will be more able to recognise openings for coaching
- You will be more skilful in fostering mutual respect and trust with the people you coach
- You will understand that the better you know yourself, the better you will be able to coach
- Your coaching efforts will more often result in long-term improvements for the people that you coach

Content outline and assessment plan

This workshop is designed to help you on your journey towards answering these questions:

- Is something in the way you lead or work with teams missing?
- Are your team or your peers as motivated and engaged as they could be?
- Does your leadership need new depth?
- Are you looking for ways to improve productivity & innovation?

This course has been designed to:

- Improve collaboration and engagement during projects, whilst working with teams and peers and in motivating and engaging others in all areas of your life
- You will learn how to harness the power of questions to open new possibilities, generate tangible solutions and create a genuine sense of personal ownership
- You will realise how to build the capability to listen with depth and clarity in order to identify and remove wasteful and “non-listening” behaviours, to develop interaction skills that build trust and collaboration and to enable others to cut to the core of their issue
- On Day 2 you will be exposed to Coaching Circles that create a safe space with a professional coach holding the process. This allows people to truly engage in inquiry, based on experimentation, innovation and risk.

You will leave the workshop experience with deepened leadership and listening skills, and the capacity to coach, collaborate and co-create more effectively around you

There is no formal assessment, however 100% attendance is required, which also includes observation and experience of quality classroom participation by the lecturers.