

Leader as Coach & Mentor

"We simply cannot afford the luxury of managing in the same way as we have in the past. All managers have had to become more of a coach and a counsellor; leaders who are receptive to the notion of empowerment". Stephen Croni, Group Personnel Director Rank, Xerox

- Are your managers and team leaders thinking and acting like leaders?
- Do they know how to recognize potential and bring out the best in people?
- Can they handle difficult situations sensitively, or confront issues before they explode?.
- Can they motivate your staff to do their best for your business, your organisation?.

These are not responsibilities that can be left to chance.

Leader as Coach & Mentor provides the foundation for the people skills that all workplace manager-leaders need in today's complex workplaces.

Program Content

- Establishing trust and respecting confidentiality
- Handling personal issues with sensitivity
- Simple coaching strategies and tools for improving individual and team effectiveness
 - Respecting differences; valuing contributions
 - The power of questioning to identify potential, to help people solve their own problems
 - Encouraging commitment, holding people accountable
 - Giving feedback, challenging to lift expectations
- Managing self – personal accountability, time management, achieving balance

Optional: One-on-one coaching sessions with individual leaders

Benefits to your organisation:

This program will significantly enhance the leadership and management skills of your leaders. They will learn how to:

- Improve and sustain team performance using coaching and mentoring strategies;
- Use basic coaching skills to lift individual expectations, reveal individual strengths and potential, develop self-esteem and commitment to make greater contributions to the team effort;
- Make personal commitment to ongoing development;
- Practise with and take home a personal toolkit.

Leading to more satisfied, focused team members, greater productivity and improved performance!

Positive Change Consulting is a dynamic organisation which offers creative, practical, cost-effective, tailor-made solutions for your business requirements.
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Contact us today on 03 9563 4028 or at info@positivechange.com.au. Ask us also about the possibility of government funding for your training initiatives.

IMPROVED MANAGEMENT PERFORMANCE THROUGH EFFECTIVE LEADERSHIP

What Others Have Said about Positive Change Consulting.....

"Today's seminar clarified the coaching process for me. I was able to come away with a very useful model to use when coaching, as well as some valuable tools to assist the process."

"Beneficial; Great at clarifying and helping to re-organise my thoughts about coaching."

"The coaching is about the questioning - think more carefully about the questioning."

"Very non-threatening and most importantly planned and designed according to our specific needs."

About Jennifer McCoy.....



Jennifer is an inspiring, practical, thought-provoking expert who brings creativity and a sense of humour to all her workshops and clients.

M.Mgt. M.Ed.ST. B.A. Grad.Dip.Lib

Jennifer McCoy is the principal behind Positive Change Consulting. She has a wealth of experience in people management training and coaching. She specialises in using coaching and mentoring strategies to build leadership skills, develop teamwork and improve communication – assisting organisations to improve business performance through people.

Jennifer is:

- An Alumni member, Institute of Executive Coaching, Australia Pty. Ltd.
- Contracted to the Australian Principals Centre as a Coach in its "*Coaching for Experienced Principals*" program.
- A Registered Trainer/Coach - Quality Management, Plexus Australia.
- A lecturer in Small Business Management at the Australian Catholic University.
- Author: "**2 Way Feedback**. How to build more effective staff relationships through culture of constructive feedback"

She has worked with a wide range of industries:

- Small to Large commercial organisations
- Health, Aged Care, Local Government, Emergency Services, Superannuation
- Education - Australian Principal's Centre, Deakin University, University of Ballarat, Individual schools