

Coaching Skills for Leaders Methodology

THE SCIENCE BEHIND THE TRAINING

Coaching Skills for Leaders has been created to help managers and team leaders develop their communication and coaching skills to a highly effective level. The course features four learning modules that include scientific theory and research, coaching activities, self-reflection activities and assessments. Each module in the course creates a pathway into the next by opening loops in the learning and understanding of how to successfully and gently influence behaviour change.



MODULE 1 - Self-awareness

This module introduces participants to the concept emotional self-awareness and understanding what it takes to become an outstanding leader. It highlights the importance of wellbeing, positivity and resilience as a leader, and how our perceptions, beliefs and filters can influence the way we work with our team members. Using clever strategies such as MORE Ways to Change your Thinking - you'll be ready to coach

Topics include:

- Leadership styles
- Perceptions & projections
- Beliefs
- Filters
- Positivity, empathy & understanding emotions

MODULE 2 - Social Awareness

This module focuses on developing your coaching skills and teaches you about the science behind behaviour change. By learning how the brain works, how to boost motivation, and how to shift fixed mindsets, you'll be able to give your staff and team members the confidence boost they need to move forward!

Topics include:

- Nudge Theory
- Motivation & self-determination
- Mindset
- Language, questions & suggestions
- Re-grow model

MODULE 3 – Build Connection

How easily do you build rapport with your team? When you have great rapport, you can build meaningful relationships. Once you have established a great relationship, your team members will engage with you easily and regularly. This module teaches you to harness the power of the Model of the World - our most powerful behaviour change strategy.

Topics include:

- Rapport
- Language of influence
- Communication
- Body language
- Connection

MODULE 4 – Influence Change

This module is where it all comes together. We take all the learnings from modules 1, 2 & 3 and bring them together into a series of ground-breaking coaching techniques that you can use immediately. You will see a huge shift in your energy levels, your enthusiasm and your desire to help your team. And your team will reap the rewards of your new approach to working with them.

Topics include:

- Strengths
- Values
- Goal setting
- Change process

RESEARCH & STUDIES

Martin Seligman – Positive Psychology
Kim Cameron - Positive Leadership
Barbara Fredrickson - Broaden and Build Theory, Positive Emotions
Carol Dweck – Mindset, beliefs
Robert Cialdini – Influence, Persuasion & Nudging
Daniel Goleman – Emotional Intelligence, Leadership
James Prochaska & Carlo DiClemente – Stages of Change Theory
Thaler and Sunstein – Behavioural nudging
Daniel Kahneman – Anchoring, System 1 & 2
Milton Erickson – Language patterns, suggestions
Multiple Studies - Emotional Intelligence
Patrick Lencioni - Team dysfunction
Losada, Marcial, and Emily Heaphy - Positive and connectivity with teams
Amy Cuddy - Body Language, Rapport.
Biswas-Diener - Strengths Linely (et al.) - Goal Setting, Goal Attainment
Deci & Ryan - Intrinsic motivation and self-determination
Eden & Shani - Pygmalion effect, perceptions & projections
Paul Bloom - Empathy
Biswas-Diener - Goal Framework
Anthony Grant - Re-grow Model