

## LEADING THROUGH COACHING

*“Empower, Guide, and Inspire Teams to Achieve Peak Performance Through Effective Coaching.”*

### Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

► **Available delivery methods:** In-House Training

### Introduction

Modern leadership requires more than directing teams—it requires guiding, empowering, and developing people to reach their full potential. This course focuses on the principles and practices of coaching as a leadership tool, helping leaders to cultivate high-performing, motivated, and engaged teams.

Participants will learn how to apply coaching techniques to improve performance, build trust, provide constructive feedback, and support professional growth. Through interactive exercises, role-playing, and real-world case studies, attendees will gain practical skills to lead effectively through coaching and influence positive change within their teams.

### Objectives

By the end of this course, participants will be able to:

- Understand the role of coaching in effective leadership.
- Apply coaching techniques to develop team members’ skills and potential.
- Build trust, rapport, and strong working relationships with team members.
- Provide constructive feedback and guide performance improvement.
- Identify individual strengths and development areas within the team.
- Foster a culture of accountability, continuous learning, and growth.
- Use coaching to resolve conflicts, motivate, and inspire teams.
- Integrate coaching practices into day-to-day leadership activities.

## Why Attend

Coaching is a key leadership skill that drives engagement, performance, and retention. This course equips leaders with practical tools and techniques to inspire teams, unlock potential, and create a culture of high performance and professional growth.

## Target Audience

This course is suitable for:

- Team Leaders, Supervisors, and Managers
- HR and Learning & Development Professionals
- Project and Operations Managers
- Emerging Leaders seeking to enhance leadership effectiveness
- Professionals responsible for guiding and developing teams

## Individual Benefits

- Develop essential coaching and mentoring skills for effective leadership.
- Enhance ability to motivate and inspire team members.
- Improve communication, active listening, and feedback skills.
- Build confidence in guiding team performance and development.
- Strengthen problem-solving and conflict resolution capabilities.
- Learn strategies to cultivate a high-performing and engaged team.
- Increase personal credibility and leadership influence.

## Organizational Benefits

- Enhance team performance, productivity, and engagement.
- Foster a culture of continuous learning, development, and accountability.
- Reduce employee turnover through effective coaching and development.
- Improve collaboration and communication across teams.
- Strengthen leadership pipelines and succession planning.
- Support organizational growth by developing empowered, capable employees.
- Align individual performance with organizational goals.

## Instructional Methodology

The training uses an interactive and experiential approach through:

- Role-playing and coaching simulations
- Group exercises and scenario-based activities
- Case studies of successful leadership coaching interventions
- Facilitator-led discussions with continuous feedback
- Self-assessment exercises to identify coaching strengths and areas for improvement
- Development of personal coaching action plans

## Course Outline

- Module 1: Understanding Coaching and Its Role in Leadership
- Module 2: Building Trust and Rapport with Team Members
- Module 3: Active Listening and Powerful Questioning Techniques
- Module 4: Providing Constructive Feedback and Guidance
- Module 5: Identifying Strengths and Development Needs
- Module 6: Motivating, Inspiring, and Engaging Teams
- Module 7: Coaching Through Challenges and Conflict Resolution
- Module 8: Integrating Coaching into Daily Leadership Practices
- Module 9: Measuring Coaching Effectiveness and Impact
- Module 10: Capstone Activity - Developing a Personal Leadership Coaching Plan

## Certification

Upon successful completion, participants will receive a Certificate in Leading Through Coaching, recognizing their ability to lead effectively, develop team potential, and foster a culture of high performance and professional growth.

## Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation's unique goals.

### In-House / Customized Training

Interested in running this course for your team?

Please contact us:

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