



**COURSE**

# **LEADER AS A COACH**

*In the age of working people coming from a diversity of generations and with changes in modern technology and customers' higher expectations, making all commands in a traditional way by experienced and successful leaders may guarantee the multiple size of our team but not the capability of maintaining or retaining previous successes.*

*Therefore, it is necessary for leaders to realise the important role of being a coach in order to stay receptive to information, including employees' ideas. Managers can change from telling people what to do, to asking questions to stimulate their teams to take ownership of problem-solving mindsets, build up cooperativeness, and utilize their teams' potential with mutual understanding, motivation, and inspiration.*



Impression Training



Impression Training



@impressiongroup

**Impression**

[www.impressionconsult.com](http://www.impressionconsult.com)

The challenge of driving ourselves into the role of team leader begins with a good role model, understanding team members' strengths, selecting an appropriate leading style and moving towards the final achievements of our organisations through the teams' goal of success working under pressure. This is achieved where a hidden opportunity can be discovered by those who have sharp understanding and flexibility for situational management.

## Achievable results

By the end of this highly effective facilitating and coaching, participants will be able to

- Realise the influence of leadership in performance improvement of others, along with modelling trustworthy attitudes and behaviours for teams
- Understand the different dimensions of teams, mainly the different generations and motivational factors pushing teams to distinct levels of goals
- Understand the nature of human psychology when encountering changes
- Develop the right coaching skills for the required change in team behaviours

### Delivery Mode

- ☑ Lecture and examples
- ☑ Workshop
- ☑ Survey results and case studies

### Target group

- ☑ Managers

### Time

9:00 AM - 04:00 PM ( 1 Day )



The Impression Training Co.,Ltd.  
TEL. 02-921-7291 / 085-5027921  
E-mail : [imp@impressionconsult.com](mailto:imp@impressionconsult.com)  
[www.impressionconsult.com](http://www.impressionconsult.com)



Impression Training



Impression Training



@impressiongroup

## Topics strengthening attitudes and skills through experiential learning activities in the seminar room:

### Day 1:

- Management challenges in digital disruption and generational dimensions in the workplace
- Current situation of workforce requirements
- Importance of leadership and benefits of employee retention
- Facing challenges in leading teams today
- 5 different leadership styles and case studies
- Leading by example
- Survey results on Thai employees involving mentally motivational factors, teamwork from generational diversities, building relationships, and increasing work performance to achieve an organisational goal
- Definitions and the importance of team motivation as a team leader
- Initiating the idea of attitudes towards teams and organisations
- Leading styles appropriate for motivational levels, achieving potential and applicable to business situations
- Leadership qualities and 4 different types of followers

### Day 2 :

- The nature of human psychology when encountering changes
- Coaching
  - concept and definition
  - benefits with the purpose of leading teams to goal achievement
  - role and responsibilities



The Impression Training Co.,Ltd.  
TEL. 02-921-7291 / 085-5027921  
E-mail : [imp@impressionconsult.com](mailto:imp@impressionconsult.com)  
[www.impressionconsult.com](http://www.impressionconsult.com)



Impression Training



Impression Training



@impressiongroup





#### ■ Coaching skills

- setting goal achievements
- staying receptive, observing and reflecting important points
- making questions to establish rapport from the trainees without blocking their trust
- enabling coachees to summarise their performance goals
- giving feedback to tackle issues

#### ■ The heart of coaching

#### ■ The coaching process

- opening conversations
- clarifying the issue
- research and development leading to discussion and conclusion
- closure for coaching session and monitoring follow-up assessments

#### ■ Practice group coaching and giving feedback

#### ■ Assignments for action learning and informing the date of follow-up assessments



The Impression Training Co.,Ltd.  
TEL. 02-921-7291 / 085-5027921  
E-mail : [imp@impressionconsult.com](mailto:imp@impressionconsult.com)  
[www.impressionconsult.com](http://www.impressionconsult.com)



Impression Training



Impression Training



@impressiongroup