A.R.T Your Life

Activate.Reshape.Transform

THE LEADERSHIP EDGE

COACH YOUR PEOPLE TO EXCELLENCE

with Catie Kirke

In the face of rapid, constant change, organisations realise that managers can't and don't have all the right answers. Consequently, successful modern-day leaders are making a crucial shift to move away from the old 'command/control' and 'sell/tell' practices.

This new approach sees leaders/managers becoming Workplace Coaches skilled at giving support and guidance rather than advice and instruction. In short, coaching is becoming integral to the fabric of a learning culture in which attitudinal behaviours are deeply embedded in self-responsibility, proactivity, and mutual respect.

The evolution of coaching to unlock people's potential to maximise their performance requires a focus on workplace coaching being an essential leadership and managerial skillset at all levels.

The Leadership Edge training program for workplace coaches is a five-day program beginning with a three-day workshop followed by a four-week workplace experiential learning period before the final two day workshop.

"All managers, supervisors and leaders keen to progress their team should do this course for skills and knowledge that are essential for work and home.

It provided me with great insights into humans – their motivations, sensitivities, behaviour, identity, neurological design and needs.

The content is comprehensive and well presented with Catie encouraging discussion of interpretations, examples and experiences to aid learning."

– Cassie Spiers

Senior Director, Workforce Relations, Department Corporate and Digital Development

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The Leadership Edge training program gives leaders and managers the skills, experience and tools they need to:

- Understand the importance and capacity that coaching has as a high-performance development strategy
- Understand how coaching enhances strength and confidence in individuals and how this directly builds greater cohesiveness within a team
- Know how coaching differs from mentoring and counselling and why it is so powerful in terms of action and collaboration
- Identify their strengths and learn how to manage themselves more effectively
- Gain advanced communication skills, particularly questioning, listening and hearing strategies that foster the workplace coaching relationship and assist in all aspects of life
- Learn a sound model and structure for the setting of goals and action plans – including accountability and flexibility
- Experience a range of coaching models and techniques that cater for diverse circumstances, needs and personalities
- Gain essential insights into the fundamentals and nuances of human behaviour to better understand and bring out the best in others
- Have the skills and tools to coach individuals and teams to achieve peak performance and, ultimately a positive and productive organisation
- Provide coaching to enhance growth, confidence, engagement and belonging in the workplace
- Create a respectful, integrous, vibrant and innovative culture that exemplifies professionalism.

"Everything about the training course was brilliant, especially my new understanding of how to coach people from below the line to above the line. The tools I now have I have already used both at work and personally. Thank you. Thank you. Thank you. I truly appreciate your training."

– Mitch Elton
Manager, Raine and Horne Darwin

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"This was an amazing training and I would recommend more managers and senior managers to attend this course. I have been a manager for a number of years and attended various management courses and diplomas and this was a totally different style and perspective on leadership and management."

– Steve Keri

Project Manager, Data Services, Department Corporate and Digital Development

PROGRAM OUTLINE:

Introduction to Workplace Coaching

- What Coaching is and what it isn't.
- You as a coach.
- The skills and attributes of an effective workplace coach.
- Establishing agreement frames and rapport.

The Principles of Success

- Knowing your why and determining their why.
- The importance of the motivation meta program of pleasure and pain for results.
- The power of meaningful questions for impact.
- Asking and not telling.

The Foundations of Human Behaviour

- The feel bad triangle that keeps people stuck.
- How an individual's state of mind is created by what they delete, distort and generalise.
- Thinking creates reality and the importance of the reframe to change self talk.

Putting Coaching into Practice

- The 'I'GROW model...and how to contemporise it.
- Hearing context over and above content.
- Reading physical communication.
- Eliciting self responsibility and accountability.
- Determining achievable goals to build reference points of success.

Experiential Learning Activity (4 weeks)

- Learning triads (3 participants) committing to three sessions when you will rotate between being the coach, coached and observer.
- Coach two people from your workplace. Report back on the process you used and the outcomes for yourself and the person you coached.
- Document 'casual' coaching conversations.

Putting it all Together

- Triad reflection.
- The next level of human behaviour.
- Feedback and accountability.
- Self-reflection and ongoing learning and support.

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"I have undertaken several courses to various extents and can genuinely say that the Leadership Edge Coaching course has been one of the best, providing me with real-life practical skills, backed by research to enhance my own leadership practices. As a new leader in the workplace this training has helped within a workplace coaching context and also increased my own self-awareness in how I present and lead a team. My greatest realisation is how much incremental changes to behaviours, through coaching, can change the workplace to create a much better environment and growth in others.

I highly recommend this comprehensive training course to leaders and managers in the public and private sectors."

– Natalie Forbes

Team Leader, Youth Outreach and Engagement Team, Territory Families, Housing and Communities

Catie Kirke is a highly experienced life coach, neuroscience practitioner, leadership and executive coach, human behaviour specialist, personal trainer and professional development program facilitator.

Her qualifications and experience in coaching individuals to have and maintain a better personal and professional quality of life is highly regarded as is her ability to positively transform attitudinal behaviours of teams and work units.

Catie has a Diploma in Life Coaching, Diploma in Business and is a Trainer and Master Practitioner of Neuro Linguistic Programming. She has also studied Neuroscience, Action Commitment Therapy, Cognitive Behaviour Therapy, and mindfulness-based life management.

Catie has developed and facilitated over 10 000 hours of group training and has conducted more than 8 000 hours of individual coaching. Her coaching clients have ranged from Executive Directors, business owners, teenagers, couples and families to individuals overcoming bullying, abuse and/or trauma.

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Spaces strictly limited to 12 people.

CLICK TO BOOK NOW!

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