



Course Title: Coaching Skills for Leaders

Course Length: 1 day, in-person

Time in Class per day (hours): 7.5 hours

Delivery Options: Company site or at provider

Class Size: Minimum 8 / Maximum 22

Price Per Student: \$355.00

Location: Wayne County *or* Company Site

The Leadership Development Academy consists of a comprehensive array of classes and interventions designed to increase and/or enhance the skills and competencies of new and experienced engineering managers, supervisors, and directors. Seven core classes are offered in addition to 360-degree leadership assessments and intermittent and follow-on executive coaching. The Academy provides rich content with highly interactive activities and events. Each participant receives assessments (in addition to the 360 assessment) and handouts in each class. Clients may select from any of these classes/interventions or hold the full Academy (generally over several months).

The entire Leadership Academy includes:

- 360 degree leadership assessment and individual de-brief (coaching)
- Six core classes:
 - Building High Performing Teams
 - Essential Skills for Leaders
 - Managers to Leaders
 - **Coaching Skills for Leaders**
 - Socio-Emotional Intelligence
 - Resilient Leadership
- Business Reality 101 for Manufacturing Simulation
- Intermittent or follow-on coaching after each class or the full set of classes

Learning Objectives:

At the end of this Leadership Academy, participants will be able to:

- Increase and enhance self-awareness
- Identify tools critical to excellent management and leadership
- Apply social-emotional intelligence skills to management situations
- Build strong relationships with leaders and individual contributors
- Apply coaching skills to specific individuals or groups
- Manage change effectively
- Explain profitability within the manufacturing sector



Course Content/Syllabus:

Introduction

- Coach or judge
- Evolution of management styles

Types of Coaching

- Informal
- Formal
 - Issues based
 - Appraisal-feedback

Coaching Inventory

- The coaching process: Identifying strengths and areas for improvement
- Debrief

Understanding Human Behavior

- Cycles
- Coaching truisms

Building Rapport

- Four (4) step model
- Case study

The Five Step Coaching Process

- Step I: Open Meeting – Get to an agreement
- Step II: Exploration
 - Coaching vs. telling
 - Craft the environment
- Step III: Handling Defensive Behavior
 - Open and closed-ended questions
 - Listen for understanding
 - Respond with understanding
 - Deal with resistance
- Step IV: Create a performance development plan
- Step V: Close the meeting

Summary and Conclusion

MAGMA short courses are held on a rolling basis, based on industry demand. Please complete this [short form](#) to express interest for yourself, or your organization.