



PEOPLE MANAGEMENT: LEADING AS A COACH

COURSE OBJECTIVE

Based on theory, team sharing, group reflexion, individual work, exercises and role plays, the objective of this course is for you to have a personal and group reflexion on your managerial role, discover your style and adopt the posture of a manager coach to better accompany and develop your team members.

EXPECTED OUTCOME

By the end of the course, you will be able to:

- Have a better understanding of your management style,
- Adopt a role and posture of Manager as Coach for your team,
- Learn management and coaching techniques,
- Develop your ability to adapt your accompaniment to each of your team members,
- Increase the impact of your people management on motivation, individual and team performance as well as on business results,
- Learn how to build a trusting and efficient relationship with your team members,
- Build an action plan to work on the development of your leadership and coaching posture.

COURSE AGENDA

The main topics covered during the seminar are as follows:

- What is changing in the world today? In general, in the professional environment?
- Adapting to the new world: new paradigm, new competencies, new leadership
- Attributes of the leader in a changing world
- Focus on cognitive flexibility, creativity and emotional intelligence
- Focus on motivation, engagement and performance
- The manager coach: the role for the future!
- Origins and definitions of coaching
- Leader, manager, manager coach: what are the differences?
- Mindset and posture of the manager coach
- Tools used by the manager coach
- How to work on the autonomy, the development and the performance of the team members by using the manager coach posture?
- The leadership steps
- Manager: how to take care of yourself?
- Exercises and practice of the manager coach posture, tools and techniques
- Practical application on your team
- Individual action plans and coaching each other on the plans



COURSE DETAILS

PRE-REQUISITE OF THE TARGET GROUP

To be in a people management position

DURATION OF THE COURSE

3 full days + remote follow up with the Trainer/Coach if necessary

YOUR TRAINER/COACH

Gilles Osson de Mendez

Founder & Managing Director, Inspirance Consulting SàRL, based in Luxembourg.

After 18 years in HR management for international banks, Gilles has dedicated the last 7 years to accompany and motivate people and organizations on their journey towards excellence, as coach, trainer and HR consultant.

His HR pragmatic and operational approach combined with his coaching focus on personal development and motivation will lead you to an increased performance and well-being as leader in your organisation.

