



PRESENTS

LEADER AS A COACH



Introduction

We learn from the experiences and expertise of great Coaches that the best coaching took place when the coach knew nothing about the game, for example in the case of tennis instructor coaching a cricket player—because this forced the coach to let the player find his/her own answers.

Truly, coaching is for all people wanting to assist themselves and others make even better use of their potential. A coach is a person who supports people (coachees) to achieve their goals, with goal setting, encouragement and questions. A coach holds a coachee accountable, so if a coachee agrees to plan to achieve a goal, a coach will help motivate him/her to complete his/her plan. However, the full responsibility for reaching the goal lies with the coachee.

Coaching in Management & Leadership

Coaching was quickly 'adopted' by managers as a way to enhance performance and responsibilities by letting the employee find his/her own answers. It has become part of the leadership toolbox of many modern managers, as it gives them a method to get the best out of their employees while simultaneously enhancing job satisfaction. Coaching is a process that teaches employees to focus on solutions instead of problems, and it gives them a feeling of ownership and responsibility for goals and solutions. It is a process which may also mean that a manager is able to delegate more and more tasks.

PLUS—it takes a manager who is able to let go of the need/wish for control and of always being the one who 'knows best.' Instead, managers must trust that the employees hold all the resources required, and that they will find the answers. For some managers, some personal work may be needed to reach that point.

A manager may use coaching for: Motivation, delegation, problem solving, cooperation, Annual employee performance reviews, Goal setting and planning, and performance enhancement.

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Course Outline

Target Participant	Officer and above, who want to learn what it takes to Lead effectively as a Supervisor
Program Objectives	<p>Upon the completion of the course the participants will gain knowledge and skills that are very essential to be efficient in their field of work.</p> <ul style="list-style-type: none"> • Managers' personal/working relationship with employees have enhanced; • Managers' willingness to develop an appreciative culture of employees' strengths have enhanced; • Managers now have superior results through motivated, productive workforce; • Managers' interpersonal and communication skills have enhanced; • Managers have the opportunity to serve the growth and development of personnel.
Program Content	<p>1. Ice Breaking Ground Rules and Agreement Expectations Course Overview Topic Introduction: "The Leader as a Coach"</p> <p>2. Leadership Experience & Challenges Leadership from New Prospective '<i>Are Leaders Born or Made</i>'</p> <p>3. The Functions of Leadership Leadership & Motivation Essence of Leadership is Relationship The Appropriate Leadership Style</p> <p>4. Leadership Skills: Coaching Skills</p>
Date, Time & Venue	12th May 2018 (9:30am to 5:00pm), NBI Hall, Kathmandu
Facilitator's	<p>Mr. Bikal Prasad Sherchan Life Coach/ Consultant Personal & Leadership Development</p> <p>Mrs. Usha Malla Singh Coach/Consultant Women & Youth Leadership Development</p>