

# Manager 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.

**Level (Low/Mid/Senior/High):** Mid/Senior

**Duration (in Days):** 1 day

**Target Audience:** Supervisor level & above

**Date & Time:** 15<sup>th</sup> September 2016 (9:30am to 5:00pm)

**Venue:** NBI Hall, Kathmandu.

# Program Modules

Session	Content	Methodology
<b>Session-I</b> <b>9:30am to 11:00am</b>	<b>Ice-breaking:</b> <ul style="list-style-type: none"> <li>- Exercises: Presuppositions</li> <li>- Expectation Collection</li> <li>- Ground Rule &amp; Agreement: Commitment to Learn &amp; Implement</li> </ul> <b>Topic Introduction -“Manager as a Coach”</b> <b>Best Work Experience in a Managerial Role</b>	Interaction, Game, Brain Storming, Pair & Plenary Sharing Interaction, Plenary Sharing
<b>Tea Break (15 minutes)</b>		
<b>Session-II</b> <b>11:15am to 12:45pm</b>	<b>Crisis in our Current Role:</b> <ul style="list-style-type: none"> <li>- Identifying the root cause</li> </ul> <b>Our Belief</b> <ul style="list-style-type: none"> <li>- Understanding Our Belief System</li> <li>- Reframing/modifying our Belief System</li> </ul>	Brain Storming, Small Problem Tree Exercise, Presentation, Pair Interview, Plenary Sharing, Demonstration
<b>Lunch Break (45 minutes)</b>		
<b>Session III</b> <b>1:30pm to 3:00pm</b>	<b>Identifying the Human Thoughts Pattern:</b> <ul style="list-style-type: none"> <li>-Communication: The Outer and Inner</li> <li>-Internal Representations</li> </ul> <b>Enhancing Manager, Staffs Relationship:</b> <ul style="list-style-type: none"> <li>- Best Relationship Experience</li> </ul>	Demonstration, V-A-K (Visual-Auditory-Kinesthetic) Sub-Modality, Plenary Sharing, Presentation, Neurological Exercises
<b>Tea Break (15 minutes)</b>		
<b>Session IV</b> <b>3:15pm to 4:45pm</b>	<b>Coaching Skills for Effective Manager</b> <ul style="list-style-type: none"> <li>- Mental State of Coaching</li> <li>- Five Steps of Coaching</li> </ul>	Exercises/Practices in Coaching Skills: Peer/Plenary
<b>4:45pm to 5:00pm</b>	Wrap up and evaluation	Questioning written



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### **Mr. Bikal Prasad Sherchan**

*Life Coach/ Consultant Personal & Leadership Development*



Mr. Sherchan is an educator, motivator, and a Life Coach. He has founded the Mount Annapurna School, Junior Citizen's Academy, Mount Annapurna Science Campus in Pokhara, under personal funding and initiative and is one of the Promoters of the Gandaki Medical College in Lekhnath Municipality, Kaski, Nepal. After having served as the Founder, Principal and Director in the above three educational institutions for 28 years, he has co-founded the National Institute for Leadership Development Pvt. Ltd. with Mrs. Usha Malla Singh in Kathmandu with the mission to design, educate, and develop new generation of conscious, visionary, audacious, and committed leaders since Nov. 2005. His passion to individual and organizational transformation is an extension of his 30 years of active participation and experience in the field of education, personal and leadership transformation, and commitment to strengthen and institutionalize democracy in Nepal.

Mr. Sherchan has been actively involved and served Nepal Jaycees from his founding days of Pokhara Jaycees in April 1975 as the Chapter Secretary to the post of the National President in 1990. He has a Masters of Sociology degree from the Agra University, India. He has travelled to the U.S.A, Japan, Hong Kong, Singapore, Bangkok, and India, in order to train and educate himself. His current area of interest, study involves consulting and coaching corporate, educational, social, and political leaders to succeed in coaching their team members to perform at their peak. He is also passionately involved in designing and leading workshops for couples and those in committed relationships to reinvent the meaning of love so as to experience intimacy in their relationships, which he believes is the critical for peace and happiness. He lives with his wife Rajani and two sons, Dipesh (Sanju) and Nitesh (Anusha) in Kathmandu.



### **Mrs. Usha Malla Singh**

*Coach/Consultant Women & Youth Leadership Development*

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Mrs. Singh is a Motivator, Coach and Consultant and focuses on women & youth leadership development programs. She is the Co-Founder, Senior Partner & Director of the National Institute for Leadership Development Pvt. Ltd. in Kathmandu. She has undergone trainings in communications, leadership, quality school program, personal and organizational development and direct experience in media marketing from various mentors and organizations over the past decade. She brings in learning and facilitating experience of 13 years from educational, corporate and non-governmental organizations. She has a Masters in Political Science degree from Gorakhpur University, Her current area of interest; study involves consulting and coaching corporate, educational, social, and political leaders to succeed in coaching their team members to perform at their peak. She is also passionately involved in designing and leading workshops for couples and those in committed relationships to reinvent the meaning of love so as to experience intimacy in their relationships. She has been associated with Lahan City Jaycees as the Chapter Secretary, Member-Training & Development Pool of Lions Club Int'l District 325 'A'-2, and PR of Lions Club of Kohinoor, Kathmandu. She is married to Mr. Govinda Singh and lives with her two daughters, Uzma and Ashma, in Kathmandu.

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