# Leader-Coach: Delegation and Team Empowerment

Duration: 24,5 hours
Audience: Gestionnaire|Coach

## Who is this training for?

For managers and leaders who want to facilitate the accountability, autonomy and agility of their peers and teams by adopting a leader-coach posture

- Leaders, managers, supervisors
- Strategic advisors or other key roles in coaching
- Project managers, coordinators
- Human resources professionals

## Training objectives

Be ready to...

- Get to know yourself better to consolidate your management style
- Elevate your potential and that of your teams
- Mobilize, inspire and empower teams
- Adapt and navigate through organizational transformations
- Adopt a structuring approach by relying on clear and concise tools to enrich your toolbox
- Improve employee performance by promoting the development of their full potential
- Strengthen the commitment and motivation of individuals and teams
- Foster a culture of learning in a constantly changing world
- Create a positive and participatory work climate
- Stimulate innovation by encouraging autonomy and the sharing of ideas

## Summary

Coaching is a powerful tool for the professional and personal development of humans and teams. Mastering this skill will allow you to successfully assume the role of leader-coach, inspiring and propelling your teams towards excellence. Our microprogram will immerse you in enriching group

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coaching experiences. They will allow you to develop complementary skills during collaborative workshops specially designed to explore different facets of coaching. Our learning approach promotes both autonomy and practice, while providing opportunities for exchanges with peers from various business sectors. You will be able to enrich your career by benefiting from the experiences and situations of other professionals. These learnings will strengthen your management skills and unlock your coaching potential for the benefit of your organization.

Duration : Face-to-face format: 3.5 full days. Virtual formula: 7 half-days.

## Course outline

**Day 1 — The fundamental skills and tools of the leader-coach**

- Introduction, development intention and common direction
- The key roles and skills of the leader-coach.
- Manager's hats: when to coach, when to lead?
- Listening levels and the foundations of questioning.
- Introduction to the GROW coaching model.

An individual coaching session is scheduled between day 1 and day 2.

**Day 2 — Develop situational leadership and appropriate the coach posture**

- Experimentation and application of tools : listening levels, powerful questioning, GROW coaching sequence.
- Understand and develop your leadership style, identify your obstacles and sources of motivation.

**Day 3 — Anchoring the posture and moving forward in a community of practice**

- Consolidation of the leader-coach posture and preparation for the next step.
- Give and receive constructive feedback (FITS method).
- Feedback, sharing of learnings and making individual and team commitments.

**Day 4 — Sharing, consolidating and engaging**

- Anchoring of the essential skills of the leader-coach.

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- Move forward in a community of practice through experimentation in a coaching circle.
- Presentation of action plans and collective commitments.

## Approach and methodology

Experiential approach based on the practice and experimentation of coaching situations.

- Collaborative workshops to explore different facets of leadership and coaching.
- Peer-to-peer exchanges from various professional backgrounds to enrich learning.
- Interactive activities that promote autonomy, reflection and the concrete integration of skills.
- Scenarios to develop delegation, accountability and communication

## Recommendations

- Have a management, leadership or coordination role with a team or a strategic project
- Be involved in a context of transformation, mobilization or organizational communication
- Registration is done on internal recommendation or on an individual basis
- A short preliminary questionnaire is sent in order to identify the needs and adapt the examples to the context of the participants

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