

Team Management and Leadership – Top Leaders and Intermediates

General Objectives:

At the end of the course, professionals are able to:

- Develop management and leadership skills;
- Understanding how coaching is useful in leadership;
- Learning to apply coaching techniques in the leadership role;
- Solve key challenges of transformational leadership.

Hours:

30 Hours

Program Contents:

1 - INTRODUCTION TO COACHING

- What is coaching and what is not
- Assumptions and types of coaching
- How does the coaching process - practical exercise

2 - TEAM AND LEADER

- What is lead: myths and beliefs
- The role of leadership: technical and interpersonal
- Situational model of leadership (individual diagnosis)
- Leader's personal characteristics: influential thought structures
- Concept Leader / Coach: advantages and applications
- Success conditions: beliefs about limiting human nature leader

3 - COACHING TOOLS: PRACTICAL APPLICATIONS IN LEADERSHIP

- Language: enemy and ally
- Communication model
- Metamodel
- Questions techniques: types of questions for different purposes and situations
- The 4 ears in a message
- Communication Tools
 - Individual Diagnostic Communication Style
 - Active Listening - exercises
 - Reframing
 - Sandwich Feedback
- Importance of Values in Motivation
- Promote the Development of Senior / Team
- Comfort Zone vs Objectives / Expectations: how to support change processes
- Beliefs and Convictions Limiting Performance: Exercise
- Constructive Feedback Performance (training)