



# LEADER AS COACH PROGRAM

LEADER  
DEVELOPMENT

## Developing a Coaching-Learning Culture While Getting Things Done

*Organisations are first and foremost networks of conversations & relationships.  
This means the primary competence for leadership is conversational competence.*

***Coaching is unlocking a person's potential to maximize their own performance.***

JOHN WHITMORE

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Leading and managing people is not just about getting the results we need through the people we lead – it's about how we get things done while also strengthening relational trust and people's confidence and capacity to reflect, learn and take responsibility for their own actions. This is the essence of a **coaching approach** to leadership conversations and relationships.

Coaching skills are no longer an optional extra but a critical requirement for formal leaders. By adopting a coaching approach, we can more effectively structure performance management and develop staff in their current roles and for the future.

This means letting go of being the expert fixer, advice-giver, and problem-solver for your staff, and learning to step back and enable them to discover and implement their own next steps. This in turn, assists us to hold people to account and delegate more effectively.

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### A multi-format development approach

The cohort of participants will engage in a practical and experiential program together. Through the Leader as Coach program, participants will be exposed to:

- New approaches to building self-awareness related to leadership impact
- Tools for building positive workplace relationships and engaging others in committed action
- Practical coaching tools and an opportunity to practice coaching skills
- An approach to solving problems creatively and collaboratively
- A deeper understanding of the role of dialogue, especially listening and questioning, in building shared understanding, real trust and commitment to action
- The ability to resolve conflict, conduct 'difficult' conversations and influence performance
- Powerful coaching models to engage and develop others while achieving outcomes and driving change

## TEAM ISSUES THIS PROGRAM HELPS ADDRESS

- Improving team collaboration
- Facilitating and enabling change
- Increasing service delivery effectiveness
- Increasing team member engagement and accountability
- Improving communication and productivity

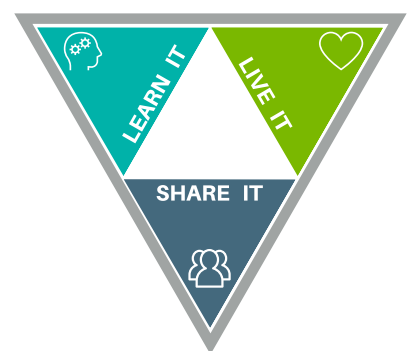


## PROGRAM DESIGN ELEMENTS INCLUDE:

- Five half-day workshops focussed on key coaching frameworks
- Five individual Executive coaching sessions
- Practice periods to embed learning
- Action-learning and practical reflection
- Access to the 4Boxes development and performance platform

The 'secret of success' of this integrated 'action-learning' program design is the way its design elements interact and reinforce each other to achieve the desired shifts and outcomes over the life of the program.

As the diagram illustrates, this integrated approach to development recognises the importance of **learning** the content, **living** it out in life and **sharing** what we are learning with others.



## MORE INFORMATION

To register your interest in our next Leader as Coach program please visit [www.oasispc.com.au/lac](http://www.oasispc.com.au/lac) or email [info@oasispc.com.au](mailto:info@oasispc.com.au).

