

€ TRAINING

Leadership and Management with Coaching
Styles





Leadership and Management with Coaching Styles

Introduction:

Effective leadership is a critical component of organizational success. This training program is designed to equip participants with the knowledge and skills necessary to become strong leaders who can adapt their management styles to various situations. By exploring leadership and coaching principles, participants will gain the tools needed to inspire and empower their teams and enhance organizational performance.

Program Objectives:

At the end of the program, participants will be able to:

- Understand the fundamental concepts of leadership and coaching.
- Explore various management and leadership styles.
- Develop effective communication and interpersonal skills.
- Learn how to adapt leadership styles to different situations and team dynamics.
- Enhance leadership abilities to motivate, inspire, and lead teams towards success.

Targeted Audience:

- Executives and senior leaders.
- Middle managers.
- Aspiring leaders and supervisors.
- HR professionals involved in leadership development.
- Team leaders and project managers.
- Business owners and entrepreneurs.
- Professionals transitioning into leadership roles.
- Organizations aiming to foster a coaching culture.
- Teams looking to improve communication and performance through coaching techniques.

Program Outline:

Unit 1:

Introduction to Leadership and Management Styles

- Defining Leadership and Management.
- Leadership vs. Management: Key Differences.
- The Role of Leadership in Organizations.
- Identifying Your Leadership Style.
- Assessing the Impact of Leadership on Team Performance.

Unit 2:

Coaching and Mentorship in Leadership:

- The Importance of Coaching in Leadership.
- Coaching vs. Mentoring: Distinctions and Applications.
- Developing Coaching Skills.
- Providing Constructive Feedback.
- Building Trust and Rapport with Team Members.

Unit 3:

Leadership Styles and Adaptability:

- Theories of Leadership: Situational, Transformational, Servant, and more.
- Adapting Leadership Styles to Different Situations.
- Understanding Team Dynamics.
- Leading High-Performing Teams.
- Case Studies and Group Discussions.

Unit 4:

Effective Communication and Conflict Resolution:

- Effective Communication Strategies for Leaders.
- Active Listening and Empathy.

- Managing Conflict in the Workplace.
- Constructive Conflict Resolution Techniques.
- Role-Playing and Simulations.

Unit 5:

Leading Change and Continuous Improvement:

- Leading Change Initiatives.
- Strategies for Overcoming Resistance to Change.
- Creating a Culture of Continuous Improvement.
- Setting and Achieving Organizational Goals.
- Course Review and Leadership Development Plan.