



IN COLLABORATION WITH



MANAGERS AS COACHES

The workshop MANAGERS as COACHES begins with the belief that “there is a level of knowledge within individuals that can be readily tapped to ensure that the coaching process can provide the required behavioral and performance outcomes”. Hence the workshop aims to enhance both the performance and well being of the individuals within their work context.

Typically the focus of the manager is directed towards enhancing staff effectiveness, and developing interpersonal competencies. The MANAGERS as COACHES workshop emphasizes on stretching the attainment of realistic goals that are both SMART and grounded in business and organizational need(s). Pertinent expertise in the field of facilitating behavioral change is drawn from both academic acumen and broad based multi-sector experience, enabling the coaches to streamline and enhance a wide range of performance behaviors...performance behaviors which are rooted in real-world managerial challenges and tied to strategic objectives.

WORKSHOP CONTENTS

The MANAGERS as COACHES workshop is developed on a continuum of gradualism. It invites the aspiring coaches to begin their journey towards professional development with:

1. An EXPLORATION of the self. The emphasis during this stage remains on:
 - identifying short – medium – and long term goals
 - acknowledging barriers to growth and achievement
 - stating expectations and aspirations
 - recognizing personal barriers and professional challenges
2. EMPOWERING the self. The focus in this stage is on:
 - building the muscles needed to meet the challenges
 - developing a resilience towards negativism
 - widening the frame of vision
 - strengthening self belief
3. ENTHUSING the self. Value is added in this stage when coaches start:
 - ✓ using their PEAs (Personal Emotional Anchors) as instant starters
 - ✓ anticipating foreseeable emotional disasters and developing appropriate tactics to derail such occurrences in advance
 - ✓ learning techniques to motivate the staff to optimize overall effectiveness
 - ✓ sustaining positivity in times of crisis
4. ENACTING the plan. Confidence is developed in coaches when they:
 - ✓ work the plan they outlined for themselves
 - ✓ become self-critical of their own performance levels
 - ✓ monitor their growth and achievements
 - ✓ take constructive steps against failings
5. ENVISIONING their growth. Aspirations are designed when coaches:
 - ✓ start aligning their professional goals alongside the organization's vision
 - ✓ see the necessity of developing successors
 - ✓ appreciate a culture of balanced growth and trust within staff members



COURSE OBJECTIVES

By the end of the program, participants will be able to use coaching skills to:

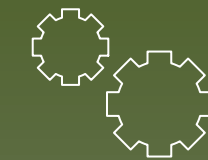
- ✓ Focus themselves and their staff on the priorities that really matter
- ✓ Set up a clear accountability structure for action and outcomes
- ✓ Get (and keep) people excited, motivated and engaged
- ✓ Have the difficult conversations they've been avoiding
- ✓ Create bigger thinking and fresh ideas
- ✓ Develop a more self sufficient staff

TRAINING EXPERTS

Our Trainers are professional coaches and trainers for public sector, social sector, and corporate sector for over a decade. They have provided hands-on assistance to clients and trainees throughout Pakistan in successfully overcoming barriers in professional effectiveness and geared professional performances towards successful organizational achievements.

Mr. Arsalan has intervened for numerous organizations in three sectors – Academia, Corporate and the Social Sector. He has coached numerous individuals from C-level executives to managers in aligning their own potential with the organizations' vision.

Mr. Arsalan has helped organizations, executives and managers develop strategic plans with measureable outcomes; and has played a key role in achieving results beyond set targets. He is an Entrepreneur and Trainer with proven expertise of managing and leading projects for Public Sector, Social Sector and Private Sector of varying complexities



COURSE TRAINERS

Mr. Arsalan Habib



WORKSHOP DETAILS

Training Investment: Rs.10,000
Group Discounts: Up to 20% for at least 03 participants from the same organization and 25% for 04 participants and more from the same organization

Dated: Friday, May 02, 2014

Time: 9:00 am to 5:00 pm
Refreshment: Lunch & Tea
Venue: 96-a, G Block (off Qarshi Avenue), Gulberg 3, Lahore

WORKSHOP DELIVERABLES

Workshop Certificate
Workshop Manual

Post Workshop Support *

*1 Hour within 30 days of workshop



CONTACT US

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