

# Manager as Coach

## Raising the bar on conversations

Front line managers are under increasing pressure as they tackle the growing needs of a diverse workforce with evolving expectations and new technologies, as well as managing their teams through the volatility and ambiguity of today's workplace.

LHH's Manager as Coach programme is designed to provide managers and team leaders a clear map to navigate the complex conversational landscape that managers now face.

This programme, based on coaching fundamentals, is designed to give managers the skills and confidence they need in everyday conversation, to facilitate the growth and performance of their teams.

This is not about turning your managers into coaches – it is using coaching principles to improve employee conversations

### More information

For more details on this practical and rewarding programme please contact **020 3966 3524**



# Using coaching techniques as an everyday management approach

Recent research found that people leaving their roles felt that their manager could have taken more action to prevent them from leaving.

Manager as Coach will help ensure that your managers have the confidence to have the conversations needed to engage, enable and retain your talent.

## Benefit of attending

- ▶ Untap your team's full potential by using coaching techniques as an everyday management approach
- ▶ Drive employee growth - use LHH's coaching frameworks to support employee development conversations and their growth plans
- ▶ Create a psychologically safe environment - learn how to create your own psychologically safe environment within your team
- ▶ Build trust and learn how to listen in a way that helps your team to think and identify solutions.

**“I've converted some of my team meetings to coaching meetings and as a result we are more future focused and outcome oriented.”**

MAC delegate 2022

## Who is this designed for

- ▶ Line managers and team leaders looking to enhance their style of management and team performance through effective coaching techniques
- ▶ People leaders who wish to learn about coaching techniques without becoming a coach
- ▶ Those who want to refresh their coaching skills.

**“My 1:1s have changed and by using the techniques I have learnt, I get to the heart of the matter much more quickly.”**

MAC delegate 2022

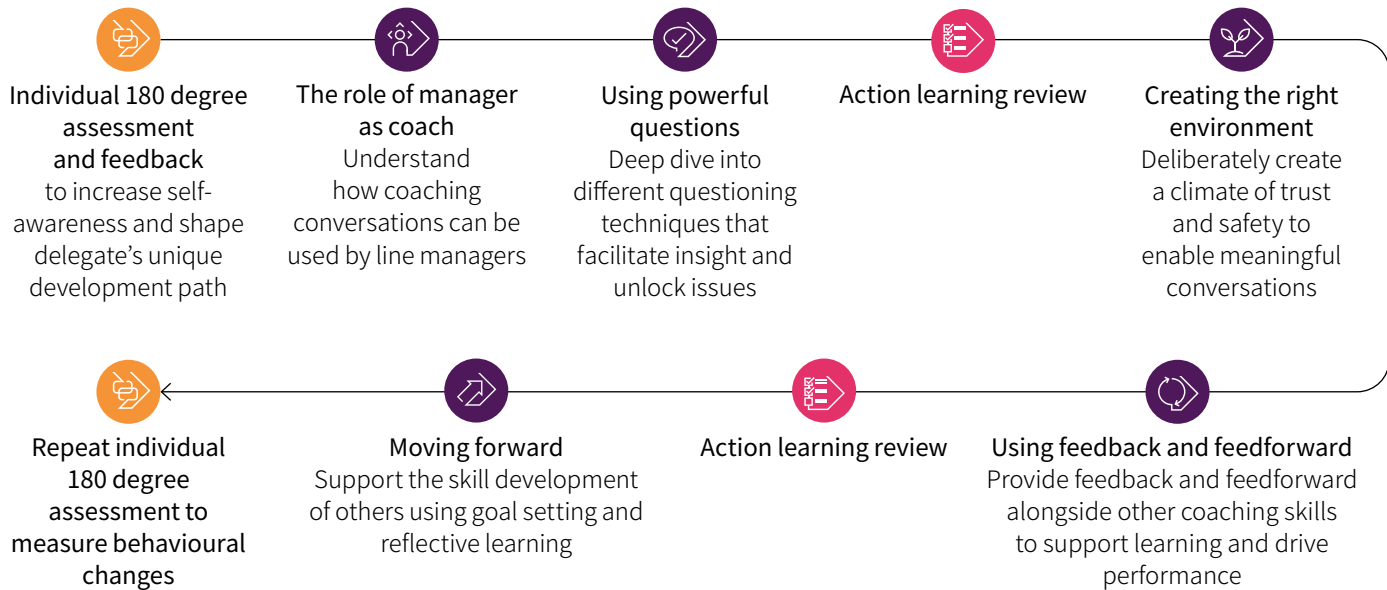


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## Programme details

This virtual 6 month programme delivers a blend of highly participative workshops and action learning reviews, supported by pre-and post-workshop activities to provide a 360 approach to learning and practising coaching techniques.



### Benefits to businesses

- ▶ Improved employee motivation and team performance. An LHH client implementing the MAC programme saw a reduction in team turnover rates and an increase in their manager engagement scores within their teams.
- ▶ A review of line managers attending this programme showed a positive impact on personal and organisational performance
- ▶ Uncaring managers is the 3rd biggest reason cited by employees for leaving. Enabling your managers in coaching techniques will produce more supportive and inclusive leaders.



### Leader as Coach

This programme has been designed to help leaders take a more human-to-human approach and apply leadership coaching techniques to enhance the effectiveness of the organisation and teams they lead.

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