



Coaching skills for managers

MODALITY 100% online training action

Develop a management style based on coaching to help your team grow their autonomy and confidence

Goals

- Adopt coaching techniques to enhance your day-to-day management
- Build healthy relationships based on mutual agreement and feedback
- Strengthen your team's autonomy using structured approach to professional development
- Improve communication and become the face of change, to improve quality of life in the workplace for yourself and for others

Highlights

- This course combines realistic case studies and concrete methods that you can immediately apply to your own professional situation
- Discover methods and tools created by managers, for managers!
- Benefit from the experience of a professional coach and trainer with numerous years of experience in the field.
- This course can be adapted to all managers, whatever their level of experience

🔑 Estimated time: 12h



Sessions: contact-us at +33 1 85 08 92 75

Programme

PART 1

Create positive, effective relationships

- Discover the position of a manager-as-coach within senior
- Learn how to build equal, adultto-adult relationships
- Explore how to express expectations so as to avoid disappointment
- Transform expectations into mutual agreements
- Provide high-quality feedback using the 'STARS' method

Activities

- Review your existing relationships
- Formalize agreements between you and your team
- Restructure poorly structured feedback

PART 2

Develop your colleagues' autonomy

- Develop team autonomy by asking the right questions
- Build trust and mutual respect by practicing active listening
- Restructure and clarify unclear requests
- Work on increasing potential as a team, using the GROW method
- Can/should a manager be directive in a coaching role?

Activities

- Work on improving your questioning technique and coaching approach
- Use recent experiences to explore how to identify unclear requests, and practice clarifying
- Practice self-coaching using the GROW method

PART 3

Manage effectively by taking action and finding solutions

- Learn how to avoid personal interpretation and rely on concrete action to meet obiectives
- Explore ways of working together to plan goals and actions using the OKRA method
- Encourage action to enhance your team's potential and change their view of failure
- Use appreciative inquiry to help team members grow

Activities

- Plan goals, key results, and actions with your team
- Make appreciative inquiry with your team, part of your work routine
- Set up professional development practices, and make them part of your team's

PART 4

Positively influence change

- Learn how to identify and act on thought patterns and beliefs
- Discover how you can be the change you want to see
- Analyze a variety of profiles using the DISC model
- Learn how to managing different behavior profiles
- Explore ways you can adapt your communication in reference to another person's behavior profile

Activities

- Analyze your sources of stress and motivation by filling in a DISC questionnaire
- Practice adapting your behavior and communication to a variety of profiles, and turn this into a personal strength

Audience

Line managers - Business managers - Project managers

Prerequisites

Attendees should ideally have already managerial experience, or have at least taken part in a training course which covers the fundamentals of management

Modalités d'évaluation : un questionnaire est proposé à la fin de chaque module, ainsi qu'un examen final à l'issue de la formation.

Last updated in September 2025.