

# Coaching skills for managers

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

**MODALITY**  
100% online  
training action

## Goals

- Adopt coaching techniques to enhance your day-to-day management approach
- 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 management.
- Learn how to build equal, adult-to-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 them
- 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 objectives
- 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 routine

### 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 August 2025.*