



COACHING SKILLS FOR MANAGERS

Program Overview

Course Overview: Coaching Skills for Managers equips leaders with practical coaching skills to lead more effectively in today's complex and fast-moving environment. Participants will learn how to shift from solving problems to developing people, while building awareness, strengthening decision-making, and fostering accountability across their teams.

Grounded in evidence-based frameworks and real-world application, this course emphasizes skills related to listening actively and empathetically, asking powerful questions and shifting into leadership mindsets that drive performance and growth. By the end of the course, leaders leave with immediately applicable tools to empower their teams, elevate engagement, and lead with greater clarity and impact.

Essentials of Leadership Coaching can be taken as a stand-alone course or as a prerequisite for the [Executive Certificate in Organizational Leadership](#).

Program Agenda

DAY ONE

9:00 - 10:30 a.m.	Introduction to Coaching as a Leadership Strategy
10:30 - 10:45 a.m.	Break
10:45 a.m. - 12:00 p.m.	Building Trust and Psychological Safety
12:00 - 12:45 p.m.	Lunch
12:45 - 1:45 p.m.	The Coaching Conversation Framework
1:45 - 2:00 p.m.	Break
2:00 - 3:00 p.m.	Essential Coaching Skill: Active Listening

DAY TWO

9:00 - 10:00 a.m.	Essential Coaching Skill: Powerful Questioning
10:00 - 10:45 a.m.	Break
10:45 a.m. - 12:00 p.m.	Creating Awareness Through Coaching
12:00 - 12:45 p.m.	Lunch
12:45 - 2:30 p.m.	Facilitating Growth and Accountability
2:30 - 3:00 p.m.	Reflection and Integration

DAY THREE

9:00 - 10:15 a.m.	Coaching for Accountability and Performance
10:15 - 10:30 a.m.	Break
10:30 a.m. - 12:15 p.m.	Facilitated Coaching Demonstrations
12:15 - 1:00 p.m.	Lunch
1:00 - 1:30 p.m.	Managing Resistance and Sustaining Change
1:30 - 2:30 p.m.	Integrated Coaching Practice
2:30 - 3:00 p.m.	Course Wrap-Up and Personal Action Planning