

Inspired Manager

How to adopt a coaching approach to managing people



This masterclass equips managers with the tools to develop a high-performance coaching approach to managing people.

Summary

Managers are under considerable pressure. They are the conduit between the vision and the people that must deliver it. In turbulent times, managing people is an extremely demanding task.

Inspired managers work differently with their teams. They simultaneously inspire, challenge and support their people. To do this they must first know themselves, and they must know how to unlock the potential of each individual member of the team.

Style and Outcomes

Our Masterclasses are interactive and immersive. We will inspire participants to reach beyond their comfort zones and encourage them to see things differently. We use a variety of exercises, inspirational video clips and group discussions.

Each participant will complete the IHD's Pathfinder Profiler questionnaire and receive a detailed personal report that will highlight their personal values, talents, preferences, motivators and personal strengths. Using their reports participants will explore ways to substantially enhance their personal effectiveness and influence.

On completion of the workshop, participants will not only have a clearer understanding of their own personality but also a better appreciation of how personality can impact performance (of themselves and others).

Who is this suitable for?

Ideal for all levels of management experience.

New managers are introduced to cutting edge approaches before they have time to develop bad habits.

Experienced managers get a chance to take a look at the style they have developed so far, and adopt a high-performance coaching approach to getting the best out of people especially in tough times.

Participants will learn:

- Informal, conversational coaching skills
- The ability to identify the hidden barriers to individual and team performance
- Increased self-awareness and the positive and negative impact of their particular approach

- Increased awareness of others, how they tick, what motivates them and unlocks their potential
- An effortless technique for regular performance appraisal that is transforming hundreds of managers' attitudes to doing appraisals

This Masterclass will cover:

The Pathfinder Storyboard for facilitating teams

- The power of asking rather than telling
- Using questions to elicit change
- The principles of conversational coaching
- Outcome focused conversations

The Pathfinder Profiler

- Core personality types
- Self-awareness and personal reflection
- Understanding others and Maps of the World

Personality & Performance

- Frameworks for understanding how each individual thinks, feels and behaves
- Powerful motivation strategies for all personality styles

Bespoke Versions of this Masterclass

Versions of this masterclass can be tailored for:

- Teams that are already performing well who wish to fine-tune their performance or raise their game
- Teams that are facing internal challenges or conflict