

RTC LEADER AS COACH™

A COACHING
ENDORSEMENT FOR LEADERS
IN ORGANISATIONS



LEADER AS COACH

Why join this programme?

Senior leaders must possess a certain set of skills to succeed in today's boardrooms and businesses. Being able to ask rather than tell, applying long term vision and strategy, elegantly challenging, listening intently and rapport building are all essential skills. In these challenging times, the task of guiding boards and teams increasingly falls to senior leaders to find viable solutions to unprecedented problems.

Who should attend Leader as Coach?

Leader as Coach offers senior professionals, executives and non-executive directors the opportunity to add coaching techniques to their professional skills base. The course has been designed by RTC founder Ros Taylor to give senior leaders and directors the questions, tools and confidence to coach and strengthen their teams from within.

Who you are in work is shaped by the person you are outside work. Leader as Coach encourages participants to look 360° at the whole picture. All too often, buried behind poor performance, is a source of stress that no one has taken the time to understand. Leader as Coach helps those influencing and leading teams, boards and businesses to remove stumbling blocks to build highly motivated teams.

“ Coaching is about unlocking
people's potential to maximise
their own performance ”

Sir John Whitmore



WHY JOIN THIS PROGRAMME?

We supply the coaching skills to help senior leaders become exceptional leaders

This programme is for:

- Leaders who wish to adopt a coaching style of leadership
- Those wanting to coach within a business
- Those who wish to enhance their influencing skills
- Anyone wanting to take the first steps to becoming a coach
- Those who feel they have the professional experience, insight and understanding to help businesses and individuals
- Those who want to embrace both the theoretical and practical aspects of coaching
- Anyone wanting to have an impact in the boardroom



WHAT DOES LEADER AS COACH OFFER?

What makes the programme unique and worth the investment?

We give senior leaders the coaching skills to become exceptional leaders. Coaching skills may not be the first thing that comes to mind when considering how to be a successful leader, but they are pivotal in influencing individuals, teams and boards. Leader as Coach provides a structured learning environment which enables experienced professionals to develop the key skills of coaching. Created by award-winning clinical psychologist Ros Taylor, this intensive programme provides insight and self-reflection through a variety of learning modalities, and provides the specialist skills base vital to engaging and influencing teams across the business.

This approach will enable leaders to assess their strengths and areas for improvement, transforming them into skilled influencers and challengers, thus, getting the best out of all around them. Our facilitators take a practical, commercial and academic approach with Leader as Coach participants benefiting from an ILM endorsed programme. The course includes-

- The Six Principles of Corporate Coaching
- Blocks and barriers to coaching and mentoring
- Recognising business coaching opportunities
- Problem-solving techniques
- Changing thought processes
- Emotional intelligence in the workplace
- Handling challenging people
- Personality and behavioural analysis
- Coaching evaluation



OVERVIEW

MODULE 1

What is coaching?

Coaching is listening

- Skills of listening
- 5 levels of listening

Coaching is questioning

- Get to know me
- Types of questions: open versus closed
- Content - FORE

Coaching is observing body language

- body language competition
- major components of body language

Coaching is self-awareness

- Introduction to the ITEA model of change for coaching
- Reflections on different team types in action

Key Reflections & learning

MODULE 2

Reflections from Module 1

Coaching is purposeful & planned

- Introduction to the CREATE model of coaching
- Working in triads, each participant is coached using CREATE
- Feedback on CREATE

How coaching might work in:

- Teams
- Departments
- Boards

Key Reflections & learning

MODULE 3

Successes & challenges of coaching assignments

Coaching as a way of life

- Coaching responses questionnaire

The coach's toolkit

- At the start
- During coaching
- After coaching

Coaching Practice in triads

Case studies

Review your strengths on your journey to becoming a coach

- Coaching competencies questionnaire
- Areas of strength & improvement

Managing the coaching relationship

- Contracting & Codes of Ethics - best practice when coaching in an organisation

Reflection & CPD planning

- Create and share your CPD (continuous professional development) plan

Learning journey presentations

Leader as coach graduation

TESTIMONIALS

The course exceeded my expectations across a number of areas and via several points. It made me completely re-evaluate my abilities as a coach and team leader. It generated a lot of quick but insightful self-evaluation techniques to assess where my strengths and weaknesses lie. There were also some clear and simple guidelines to approach coaching in a structured way.

I wanted the coaching skills to manage teams to excel, and I got a lot from the sessions to support some of what I've done well but also to rethink the way I'd approach things in other areas.

Both trainers were clearly skilled, very familiar with the course content but also able to adapt and deal with queries and cohort requests with ease and insight. It felt like we were dealing with experienced individuals who brought a wide breadth of knowledge but with a focus very much on people. A great course.

Andrew Dunn

Tech Consultant at Banntech



CEO & COURSE CREATOR

Ros Taylor is an award-winning UK and international clinical psychologist, corporate and leadership coach, author and broadcaster.

Featuring regularly in the national press in her capacity as a psychologist and advisor (BBC, ITN News, Sky News and Channel 4), Ros has been named in the past by The Independent on Sunday as one of the top 10 coaches in Britain.

Extensive research which included interviews with 80 of the FTSE 200's top CEOs and her own business acumen, means Ros is uniquely placed to identify areas for improvement and implement practical and transforming solutions that really work for people and organisations.

A creative academic, Ros is a chartered clinical psychologist, coach, facilitator and regular speaker on the conference circuit. She is also a visiting professor at Strathclyde University focusing on leadership, and a Non-Executive Director for the National Theatre for Scotland.

Ros leads on all our executive coaching and leadership programmes in the international arena. In 2009 she launched Corporate Coach International® an accredited coaching school for those who want to become executive coaches. She has also travelled the world setting up RTC Leadership programmes on four continents with participants from 37 countries.

**“ Coaching skills for leaders
will enable the essential
collaboration which will
move businesses forward ”**



BOOKING & FURTHER INFORMATION

Schedule an appointment here

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