



COACHING FOR MANAGERS



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Inspiring excellence. Transforming lives.

ABOUT THIS PROGRAMME

The *Coaching for Managers* Programme is a 12-week Online Coaching Programme that will empower you with the required skills to manage the day-to-day challenges you experience in a constantly changing world of work. The programme is based on the extraordinary principles of Ontological Coaching and after completion of the programme, managers will:

- Understand the conceptual framework and principles of coaching using an ontological approach.
- Understand how specific linguistic actions shape reality and how they can be used effectively in coaching and leadership to influence behaviour.
- Apply a different and more profound approach to the role of listening in coaching and conversations.
- Understand the pivotal role of moods and emotions in leading and coaching for significant and sustainable change.



LENGTH OF PROGRAMME

12-Weeks



TIME PER WEEK

4 Hours



INVESTMENT

R 9 975

The programme integrates interactive media such as video, virtual classroom sessions, text and microlearning to create a rich learning experience.

This is an extraordinary programme that will empower managers with the necessary coaching skills to achieve sustainable personal and business success harnessing a new understanding of the power of language, moods, and conversations to generate profound change.


WHO WILL BENEFIT FROM THE PROGRAMME?


- 1 Managers and leaders.
- 2 Project leaders/Managers.
- 3 Professionals operating in people-focused environments.
- 4 Organisational consultants.
- 5 Existing and aspiring coaches.

WHAT WILL YOU LEARN?

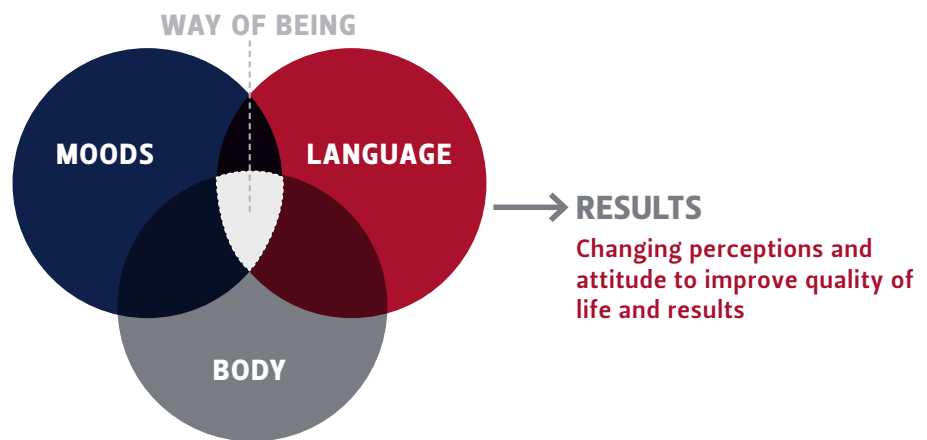
This program guides students to apply theoretical concepts to practical situations in the workplace. You will be exposed to the theory of coaching in weekly modules. The learning will be integrated by means of six online events. You will have the opportunity to apply the knowledge to relevant examples in the workplace and practise your newly acquired coaching skills in a safe environment.

The following modules and virtual engagements will contribute to a holistic learning experience that allows you to integrate and apply the learning.


MODULE 1		
Theme	Online Learning	Virtual Engagement 1
 Introduction to Coaching	Understand the difference between Coaching, Mentoring, Training, Management and Leading. Understanding directive and non-directive coaching.	Orientation: get to know each other, familiarise with the structure and clarify expectations

MODULE 2		
Theme	Online Learning	Virtual Engagement 2
 Ontological Framework	Understand the concept of Ontological Coaching and explore the power of conversation on vertical development applying the model.	We will unpack where coaching fits in when engaging with employees and how coaching becomes a way of being. We will also explore the Ontological Framework in more detail.


MAKE ONTOLOGICAL COACHING PHILOSOPHY YOUR OWN




Ontological coaching focuses on the quality of the conversation. Through skilful coaching, employees shift their moods and language, which will shift perceptions and attitudes to improve quality of life and results.

MODULE 3	
Theme	Online Learning
 Continuous learning from challenges	As leaders and managers, we live in a rapidly changing world, and together with employees we need to adapt continuously. In this module, we will explore enemies and friends of learning and how they impact our and other's ability to be open to new possibilities.


MODULE 4

Theme	Online Learning	Virtual Engagement 3
 <p>Moods energise us to take action</p>	<p>As humans, we are emotional beings, and moods are predispositions for action. Understanding the Basic Moods model. How our moods influence our way of observing the world we live in. This will enable us to observe how moods affect our employees and ourselves and how we can explore more resourceful moods.</p>	<p>We will explore in a fun way how to be open to learning. How to live life the improv way.</p> <p>We will explore how moods are predispositions for action and how we can live in wonder or anxiety.</p> <p>How can we shift our moods?</p>


MODULE 5

Theme	Online Learning
 <p>Listening keeps us open to new possibilities</p>	<p>Explore language as a two-way process of speaking and listening, the impact of the voice in our heads on these conversations, and how we filter and distort information. We will share tools with you that will enable you to listen to unspoken concerns and become a better listener.</p>


MODULE 6

Theme	Online Learning
 <p>Questioning keeps us curious</p>	<p>Explore the power of questioning to deepen our listening and understanding.</p>


MODULE 7

Theme	Online Learning	Virtual Engagement 4
 <p>Language creates our reality</p>	<p>Gain an understanding of the use of Basic Language Acts: Assertions, Assessments, Declarations, Offers, Requests and Promises. We will also explore which of these can either serve you for the better or, the worse.</p>	<p>We will integrate the use of listening, questioning and speaking, into some practical coaching. We will furthermore apply the knowledge acquired to be more productive and to unlocking some secrets to "Time" Management.</p>


MODULE 8

Theme	Online Learning
 <p>Body as teacher</p>	Explore how the way we stand and move impacts on the results we get. You will also explore the effect of mindfulness on your ability to be present, create space and take skilful action.


MODULE 9

Theme	Online Learning
 <p>Trust</p>	Understanding the importance of Trust and how it fits into your role as leader, manager and coach. You will also explore the ethics of coaching and the coaching competency framework.


MODULE 10

Theme	Online Learning	Buddy Coaching
 <p>Coaching Practical</p>	Explore the coaching framework	You will record a physical coaching session of 20 minutes with one of your fellow students.

MODULE 11

Theme	Online Learning	Virtual Engagement 5
 <p>Conversations 1: Practical application of the model.</p>	Conversation for possible conversation (Crucial Conversations) & conversation for possible action (Networking).	We explore some practical applications of the model in different scenarios in the workplace.

MODULE 12

Theme	Online Learning	Virtual Engagement 5
 <p>Conversation 2: Practical application of the model.</p>	Conversation for coordinating action (Conversation for Clarity [Managing expectations]), Conversation for commitment (Promising), Conversation for completion, appreciation or complaining (Accomplishment).	We explore some practical applications of the model in different scenarios in the workplace. We will specifically be looking at making and managing commitments.

HOW IS LEARNING STRUCTURED?



12 Week Online Programme,



The material consists of animated video's, reading material, reflection exercises and assessments, which include practical coaching and feedback,



6 Virtual Coaching Circles will be hosted to support the learning,



The programme will allow you to apply the material to your learning and development, as well as how to use it in your daily management, to serve your employee,



The programme is specifically structured in a way to share coaching theory and application, however, also to explore how to integrate learning into your day to day managing.



Tools and templates will also be made available for you to use in the workplace.

YOUR FACILITATORS?

Hendrik Crafford

Hendrik Crafford is a Professional, Certified Integral coach with thirty-one years' experience in the insurance and financial services sector. He has a passion for developing people and organisations he interacts with. He holds a Professional Coaching Course accreditation from the Centre of Coaching at UCT. Some of his coaching qualifications include NLP Practitioner, Embodiment Training and Enneagram Practitioner. He is also a member of COMENSA and holds an ACC membership at the International Coaching federation. He is currently in practice as a full-time Financial Coach and Trainer.

Ignacio Van Niekerk

Ignacio van Niekerk holds MA degrees from the University of Stellenbosch and the University of the Free State. He has lectured on strategy (MBA) and leadership (BML) at the UFS Business School. He is an experienced corporate trainer and has been working in the human capacity development space for the past 24 years. In terms of coaching, Ignacio has completed courses on NLP coaching (Certified Practitioner), Financial coaching (UFS Centre for Financial Planning), Executive and Management coaching (UCT) and Leadership coaching (Wits Business School). He has also developed a picture based coaching solution, FotoFunatix Coaching. To enhance his coaching skills, Ignacio has completed IMPROV courses with master coach Michelle Clarke.

ENQUIRIES

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Strategic Partnerships

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