GROW "PLUS"
COACHING MODEL

11 NOVEMBER 2016

FROM 09:00 AM TO 12:00 NN

PHONE
0917 5988 360

ADDRESS
CIP BLDG.
MCKINLEY HILL

15F

1634

Outline.

- Coaching defined

- "GROW" model of coaching

- How positive psychology principles enriches the coaching conversation?

- How thinking environment principles encourages people to think better?

- How challenging coaching techniques further stretches a person's capacity to improve performance?

Rationale.

Coaching is a competency every leader must have in a fast changing environment, Coaching conversations are able to capitalize on the best thinking from people. As a result, people become more engaged as their ideas are seriously taken into consideration.

In this module, the widely used "GROW" model in coaching is further enhanced by introducing three additional topics. The first topic is aimed to strengthen people's need to build self-confidence during coaching conversations. The second topic is focused on how the "Thinking Environment" principles are able to improve the quality of the coaching conversation. The third topic is shows how "Challenge" is able to further improve a coachee's performance.
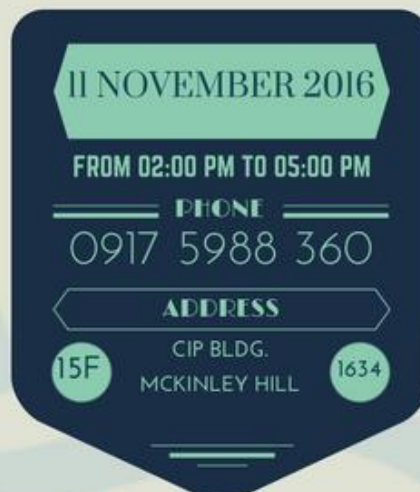
LEADING CHANGE

Rationale.

These days, retaining the status quo can spell trouble. Change is accelerating, and the organization has to change with it. Staying ahead by introducing meaningful change is key to attain sustainable success. Effective leaders know how to introduce needed changes while maintaining high commitment from people affected by these changes.
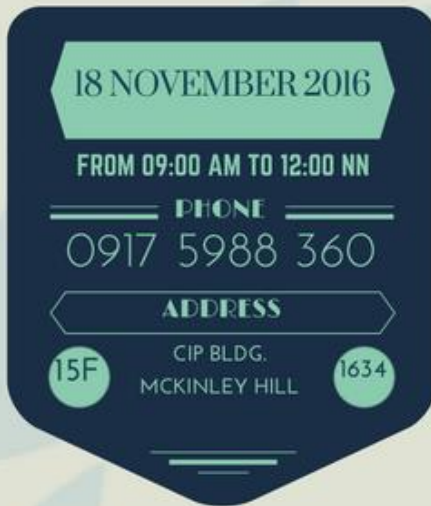
As former GE. CEO Jack Welch would say: "If the change outside is faster than the change inside then the end is near."

Outline.

• What is changing with change?

• Change vs Transition

• Assessing readiness for change

• How creating a sense of urgency "helps on mobilizing people for change"

• Communicating Change: Developing a Communication Plan

• Steps in introducing change effectively

11 NOVEMBER 2016

FROM 02:00 PM TO 05:00 PM

PHONE

0917 5988 360

ADDRESS

15F CIP BLDG.
MCKINLEY HILL 1634

STRATEGIC THINKING

18 NOVEMBER 2016

FROM 09:00 AM TO 12:00 NN

PHONE
0917 5988 360

ADDRESS
15F CIP BLDG. MCKINLEY HILL 1634

Rationale.

Organisations' today need to continually re-strategize to remain competitive. But strategizing does not come easy for many. There are just too many here-and-now operational concerns that are attended to leaving no time to strategize. What exactly are we doing when we are strategizing or re-strategizing? How is better strategizing able to minimize operational issues? How different is this from other forms of thinking like problem solving? How does one stimulate strategic thinking? What is the output of Strategic Thinking?

Outline.

• Types of thinking

• Strategic thinking defined

• Strategy vs Operations

• Questions to ask to stimulate strategic thinking

• Insights: Product of strategic thinking

• Facilitating a strategy development session: Do's and Don'ts

CREATING A PEOPLE STRATEGY

Rationale.

A great number of business failures are caused by execution problems. If leadership is about getting things done through people, then having a people strategy is key to improve execution. Our people strategy is our execution strategy. Our people strategy defines clearly how we will lead and manage people in a way that directly impacts on achieving our desired results.

This module gives participants access to a simple but powerful model for creating a people strategy using the Investors in People Generation 6 Framework. The recently refreshed global standard based on "Good Practices" of high performing organizations worldwide.
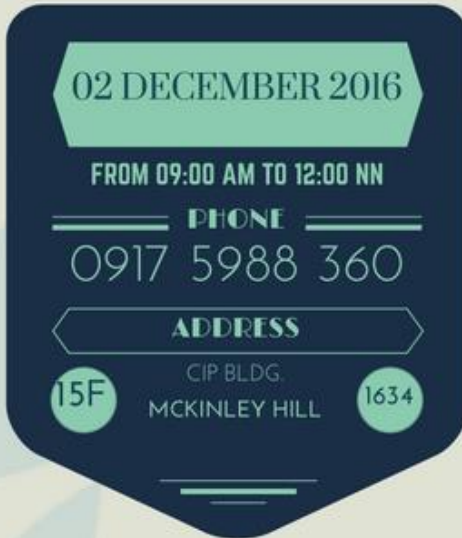
18 NOVEMBER 2016

FROM 02:00 PM TO 05:00 PM

PHONE
0917 5988 360

ADDRESS
CIP BLDG.
MCKINLEY HILL
15F   1634

Outline.

- Characteristics of high performing organizations

- Investors in People Standard: The exciting features of Generation 6

- Distinguishing a People Strategy from an HR Strategy.

- The process of creating a people strategy : Overview

- Identifying and defining business ambition, challenges and priorities.

- The value of describing "GAPS" between desired and actual levels of performance.

- Selecting "Good Practices" that can close the "GAPS".

- Benchmarking the organizations practices VS. The "Good Practices" chosen.

- Developing the people strategy.

EMPOWERMENT AND INVOLVEMENT

02 DECEMBER 2016

FROM 09:00 AM TO 12:00 NN

PHONE

0917 5988 360

ADDRESS

CIP BLDG.
MCKINLEY HILL

15F

1634

Rationale.

Command and control leadership styles have serious limitations in a fast changing environment. Empowerment and involvement leverages on the collective intelligence of people. Making the shift is a challenge to leaders who want to be effective in today's environment. Leaders need to learn how to trust to become more empowering. To build trust, misconceptions about it must be overcome and mindsets need to be challenged.

Outline.

• Command and Control vs Empowerment

• Role of trust in empowerment

• How to build trust

• How to delegate decision making effectively

• Different ways of involving people

COURAGEOUS GOAL SETTING: BEYOND "SMART" GOALS

Rationale.

Typical goal setting process ends at ensuring the goals set pass the "SMART" test. This just isn't enough to win in today's highly competitive business environment. There is a need to establish "Courageous" Goals – these are highly stretched goals people willingly set for themselves. These tough goals stir the emotions of people because these are goals they truly care about. Even if these goals appear impossible to others, the one owning it truly believes it is possible to achieve. Converting normal goals to courageous goals is a key competency of effective leaders.

02 DECEMBER 2016

FROM 02:00 PM TO 05:00 PM

PHONE
0917 5988 360

ADDRESS
15F CIP BLDG. MCKINLEY HILL 1634

Outline.

- Transitioning from "SMART" to "Courageous" goals

- Differentiating "Courageous" goals from "Impossible" goals

- Process of crafting "Courageous Goals"

- Role of passion in achieving Courageous Goals

- Why it is good practice for people to be given permission to commit mistakes when trying something new?