

CHALLENGE COACHING PROGRAM



OVERVIEW

Challenge coaching is designed to help managers move through challenging situations and opportunities by using effective personal leadership and people management strategies.

This coaching program draws on FMI's relevant people management and personal leadership courses and offers a practical, work based approach to managing common challenges and opportunities managers face.

This flexible program is designed for managers currently facing a challenge or developing an opportunity that they want to overcome by developing their leadership and management skills. It is also beneficial for managers who want to prepare themselves for future challenges.

The coach works with the participant to identify key content areas to focus on, working through learning objectives and tailoring the program to suit their specific learning needs and working context. Between each session the participant applies learning to their work and is able to review and evaluate their performance with the coach.

This coaching program helps to develop knowledge, improve capability and build confidence for people managers.

The FMI coach can also work with a sponsor in the organisation who supports the coachee.

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PROGRAM CONTENT

This program is tailored specifically for managers and supervisors who require help and guidance to meet specific challenges and opportunities. Generally the topic is selected from the following topics as most appropriate:

SESSION	KEY LEARNING CONTENT
Manage conflict at work	<ul style="list-style-type: none">- Strategies for managing conflict- Assertiveness in conflict
Raise the leadership standard	<ul style="list-style-type: none">- Question performance damaging to your organisation- Demonstrate integrity and credibility
Manage challenging conversations	<ul style="list-style-type: none">- The stages involved in managing a challenging conversation- Understand and manage your own emotions- Understand and deal with, as far as appropriate, the emotions of the other party
Manage performance	<ul style="list-style-type: none">- Provide performance feedback- Identify and act on issues and problems of individuals- Follow through on issues and problems
Lead change	<ul style="list-style-type: none">- Plan for change- Implement change strategies- Deal with challenges arising from change
Lead continuous improvement	<ul style="list-style-type: none">- Plan for continuous improvement- Implement continuous improvement strategies- Deal with challenges arising from continuous improvement
Negotiation	<ul style="list-style-type: none">- Negotiation strategies and tactics in practice- Deal with upset or difficult people and behaviours
Wellbeing	<ul style="list-style-type: none">- Managing your mindset- Responding with resilience

DELIVERY:

- 6 x 1 hour sessions for standard program (may be extended further if required)
- Scheduling to be agreed between participant and coach; work day, early morning, evening and weekend sessions available
- Delivered via Zoom or other video based platform



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COACHING PROGRAM STRUCTURE

Working with the coach, you will set the outcomes you wish to achieve through the coaching. This agreement is documented so it can be referred back to review and check progress being made. Each coaching session is 60 minutes long and during these sessions the coach will tailor the session design based on your objectives.

WHY A COACHING PROGRAM?

In order for us to change our behaviours, our brains need time to take new concepts, lay them down in our neural circuitry and lots of opportunities to put this new knowledge into practice. By combining this application with feedback and reflection, we strengthen the neural pathways and create new habits. These new behaviours help us become more effective managers and leaders.

When you want

You select the date and time of coaching sessions. They are 60 minutes in duration and can be scheduled during work hours, evenings, mornings or even weekends.

Where you want

A majority of people choose to have their sessions either by phone or video call. This offers the flexibility to have your sessions when you are at work, home, off-site or even in another country.

We also offer face to face coaching delivered onsite at your organisation.* If you have a group of people from 3 to 18 we will deliver on-site in Australia at your premises or a nominated training venue.

FMI'S COACHES

FMI coaches are experienced as leaders and managers themselves and help people with practical and effective coaching to enhance their abilities as leaders and managers or team members.

TO BOOK OR DISCUSS FMI COACHING

For more information please contact our friendly team and we will be happy to discuss with you.

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