

Coaching Skills for Managers

Help managers develop people's thinking, judgement and ownership instead of becoming the source of every answer.

Managers often step in with answers because it feels more efficient. Over time, this can create dependence, reduce ownership and prevent team members from developing their independent thinking and judgement.

This practical workshop helps managers conduct purposeful coaching conversations while remaining clear about expectations, accountability and performance.

Who it is for

- First-time managers
- Experienced people managers
- Team leaders
- Project leaders
- Leaders seeking better developmental conversations

How participants will learn

Participants experience being listened to and coached, observe coaching conversations, practise in pairs or triads and receive development and feedback.

They use realistic workplace scenarios and leave with a plan for an actual conversation.

Learning outcomes

By the end of the workshop, managers will be better able to:

- Recognise when a coaching conversation is useful and when a more direct response is needed.
- Listen with attention instead of preparing the answer while the other person is speaking.
- Ask questions that help the other person think rather than guess what the manager wants.
- Stay with the other person's thinking without taking over the problem.
- Support stronger judgement, ownership and responsibility.
- Move coaching conversations towards clear choices, commitments and action.

The Fernestra approach

Fernestra keeps the learning practical. Participants do not just learn a coaching model; they experience the difference that attention, useful questions and space to think can make, then practise with situations that resemble the conversations they need to have back at work.

Grounded in real work

The aim is for learning to travel back into the workplace. Where possible, participants work with real situations, reflect on what they are noticing and leave with practical actions, conversations or experiments they can apply after the session.

Fees

S\$6,000 for two full days or four half-days for up to 20 participants.

Interested in this programme?

Talk to Fernestra about your team, context and what you would like to achieve.

Email: hello@fernestraworks.com

