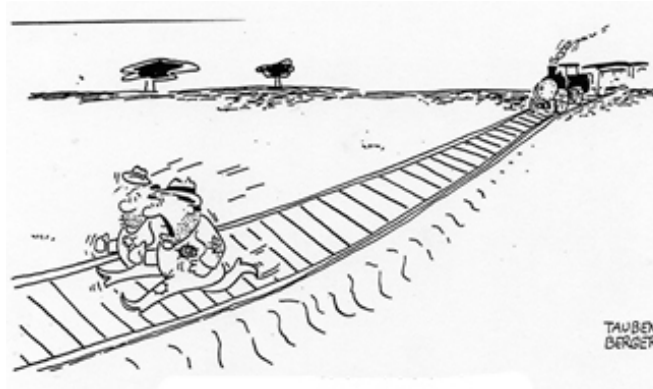


Seminar Leadership & Coaching

The Seminar conveys specific knowledge in how to support and nurture individuals in their environment and coach them with special questions, challenges and situations of learning.



«We'll be done for if there isn't a junction coming soon»

What would a coach say?

Leadership

Beatrice Eyer, MSc., consultant for team and organizational development, coach trainer, general management.
Additional supervisors for the peer groups.

Context

The seminar conveys specific knowledge in how to support and nurture individuals in their environment and coach them with special questions and challenges. The participants will learn to explore the viewpoint of coworkers or coachees, to define their role as a leader and/or coach and to implement goal- and solution- oriented coaching, or to lead in a case-by-case situation.

Contents of the Seminar

The seminar contains 4 attendance modules spanning 9 days. The facilitated case studies, 1-on-1 coaching sessions, and the facilitated peer groups span another 4 half-days in addition to the modules, adding up to a total of 11 days all together. The transfer assignments, the case studies, and the topical assignments help support the internalization and the implementation in the work field.

Target Group

- Leaders
- Team leaders
- Project leaders
- HR experts
- Consultants

Your benefit

- You will develop your leadership- and coaching expertise with high goal-orientation for supporting individuals and teams.
- You will strengthen you leadership, coaching, and social skills
- You will deepen your collaboration potential
- The diversity of participants allows for a rich and broad learning environment
- You will cultivate methods and tools that allow for successful coaching and leading
- Certificate of completion

Testimonials:

<http://www.mga-coachingcenter.ch/ueber-uns/referenzen>

Forms of Learning

Short inputs
Reflection in small groups
Video supported exercises
Work on personal coaching cases

Costs

Fr. 3'850.00
For 9 module days and 3 facilitated half days for case studies, coaching sessions and supervision (11 days all together), includes comprehensive documentation.

Dates

<http://www.mga-coachingcenter.ch/seminare/coaching-lehrgang>
Peer groups will define their meeting dates

Time Frame

08.30-17.00

Location

Brig

Application

Submit the online application on the website or send an email to: eyer@mga-coachingcenter.ch

Erforderliche Parameter in cooperation with BWI: <http://www.bwi.ch>

Module 1 (3 days)

What defines leadership and coaching: methods – composure – mechanisms of effect

- Goals** The participants will ...
- ... know their resources, potential, and expertise as a “coaching leader”
 - ... know which expertise they should develop further so that they can use their skills in diverse situations in their respective fields
 - ... know when to use coaching and when to deploy classic leadership tools
 - ... be familiar with the demeanor of goal and resource orientation: the basis and the effects of the “seven nugget of demeanor”.

- Contents**
- Basics of systemic and solution oriented methods
 - Clarification of contexts and contract pertaining to conversations facilitated as a leader or as a coach.
 - Exploring of and training in the tools needed for various situations
 - Relevant research results from the fields of neurobiology and cognitive psychology coupled with processes of mindfulness for leadership and coaching: Awareness, concentration, self-regulation, and empathy.
 - Profile of competencies: potential and resources.
 - Discover for yourself the demeanor and role of a leader and a coach

Module 2 (2 days)

Being successfully proactive in the organization: personality - roles - structures

- Goals** The participants will ...
- ... deepen and develop their understanding and their methodical expertise, focusing on problem solving and consulting expertise.
 - ... learn of different aspects that mark a personality and that influence their own behavior.
 - ... develop a sense for the various role interactions
 - ... will increase their flexibility in various roles
 - ... recognize the context between “leadership – coaching” with more awareness

- Contents**
- Flexibility in various roles spanning a diverse range of situations
 - Deepening of the problem-solving and consulting skills
 - Construction of a trustworthy communication
 - Leadership and coaching of individuals in diverse organizations: coworkers, project leaders, internal and external clients.
 - Intuition and emotions

Module 3 (2 days)

Team leadership, team coaching, team development: using the potential of groups.

- Goals** The participants will know ...
- ... their areas that need further development in respect to team leadership and coaching.
 - ... the success related factors for teamwork and the potential roadblocks.
 - ... to plan a team coaching from A-Z and to see in which situations the role of a coach is not adequate.
 - ... how to utilize the group dynamics of a team
 - ... how to use their knowledge to help coach their own team to achieve greater performance.

- Contents**
- Teams, work groups, training groups, project groups: what are the risks and roadblocks
 - Assignment, goal, and role clarity.
 - Utilizing the diversity of a team.
 - Teams in organizations: Interface and cooperation.
 - Promoting team development to optimize work capacity and to better the work environment.
 - Using meta-cognition as a mental vantage point to help regulate the autopilot mode.

Module 4 (2 days)

Leadership and coaching in processes of change and conflict: dynamics – resistance- opportunities

- Goals** The participants will ...
- ... know the different phases of the change process and how individuals have to be considered both emotionally and cognitively.
 - ... know how to join and support coworkers in the different phases
 - ... apply different concepts of conflict to an analysis and the application to conversations
 - ... use the personal reflection to continuously develop their personality in leadership and coaching

- Contents**
- Stabilizing and developing courses of action in challenging situations
 - Developmental phases of organizations and the value of the coach in the respective phases
 - Coaching in situations of conflict
 - Individual and organizational blockages: how can coaching help?
 - Anchoring competence, methods, and role profile
 - Develop continuous personal paths of learning