



Transforming a Manager to a Coach



May 27 to 28, 2025



City Campus, IBA Karachi



Program Overview

The manager is a coach helping his team drive sustainable high performance through habits and sustainable change. This will result in a better life, which will lead to better performance through the science of sustainable change.

It will start with a wellbeing survey and the discussion of the participants' report. The data will be analyzed to understand what it means for health and performance, and a framework for change will be developed. The professional competencies of a good coach and a toolkit for managers will also be covered.

Driving sustainable high performance: What it is and practical steps and tips to achieve it, while maintaining the mental and physical energy to learn, develop, and perform in the long term, both personally and professionally. The workshop will include situational exercises for practicing coaching in one-on-one situations. Finally, participants will create a Plan for Change.

PROGRAM LEARNING OUTCOMES

- Incorporate holistic morning rituals like walking, yoga, and meditation for enhanced well-being.
- Understand the Hinsta Methodology and its survey results as tools for personal and professional growth.
- Comprehend the Hinsta Methodology and the WOOPS framework for initiating meaningful change.
- Gain valuable insights from a day in the life of Google CEO Sundar Pichai.
- Acquire proficiency in the 11 core Professional Competencies essential for effective coaching.
- Differentiate between coaching, mentoring, and counseling, recognizing when each is appropriate.
- Master various coaching models, including GROW, STAR, and DARE.
- Understand the science behind achieving sustainable high performance.
- Develop strategic plans to sustain and enhance personal and professional performance.
- Draw inspiration from the experiences of champions in Iten, Kenya, as showcased in the BBC documentary.
- Prepare coachees effectively for their coaching sessions, ensuring readiness and expectations.
- Define coaching outcomes, including improved listening and learning abilities, identifying needs, setting norms, asking effective questions, and ensuring punctuality.
- Apply coaching skills through situational exercises and real-world case studies.
- Implement the WOOPS (Wish, Outcome, Obstacle, Plan, and Start) method for planning and achieving sustainable change.
- Embrace the concept of achieving remarkable progress through the accumulation of small, incremental improvements.
- Wrap up the workshop with a comprehensive understanding of coaching principles and their practical application.

The competencies targeted in this course are: Coaching, Mentoring, Active listening, Questioning skills, Decision making, Facilitating growth, Self-Awareness



Course Outline

- Morning Holistic Rituals
- Introduction to Hinsta Methodology
- Understanding the Hinsta Methodology
- Planning for Sustainable Change
- Video: A Day in the Life of Google CEO
- Coaching Fundamentals
- Differentiating Coaching, Mentoring, and Counseling
- Coaching Models
- Planning for Sustainable Performance
- BBC Video
- Coachee's Toolkit
- Expectations from Coaching
- Coaching Exercises
- Case Studies
- Closing and Wrap-up

Trainers Profile



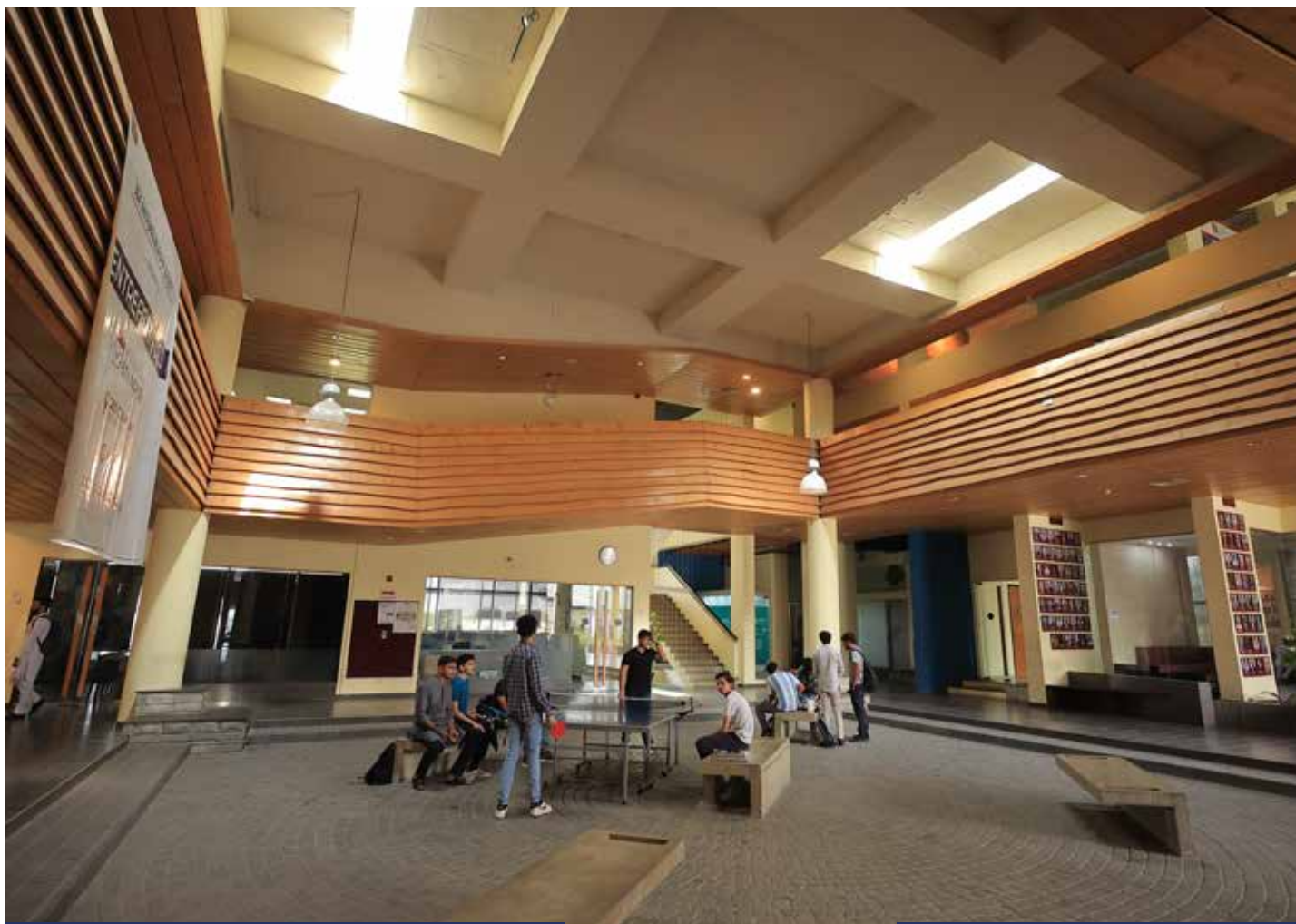
Shakeel Mapara

Visiting Faculty,
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Dr Nyla Ansari

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Who Should Attend?

Directors or Managers who manage small or large teams.

Fee Structure

PKR 90,000/- (plus 5% SST)



For Registration

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