




Manager as a Coach

DATE, TIME & VENUE

 November 09 & 10, 2022

 9:00 a.m. to 5:00 p.m.

 City Campus, IBA Karachi

PROGRAM FEE

PKR 50,000 + 5% SST / participant*

**Inclusive of course material, IBA certificate, lunch, refreshments & business networking*

WHO SHOULD ATTEND?

Head of Departments and Line Managers & First time Managers of any department, Senior Supervisors, HR Supervisor, HR Change Managers, Restructuring Manager, OD Managers, HR Managers, Performance Managers, Talent Managers, HR Professionals, SME companies Owners, Start-up Owners, anyone would like to learn Coaching skills.



PROGRAM OVERVIEW:

Coaching, empowering and mentoring are management skills central to improving the performance of entire teams. A successful coach helps employees to find solutions themselves, which can improve their performance and free managers to focus more on their own jobs. In a nutshell, coaching is all about helping someone else to learn. Good coaching and performance management leads to self-motivation and an attitude that is oriented towards continual improvement. This two-day workshop is about the key principles and skills of coaching that will enable managers to get the best out of their teams!

This workshop empowers managers to improve the way they communicate with their teams - to move out of the authoritarian style and employ highly effective Coaching Conversation to bring in accountability with the team members to bring the best out of them and to improve relationships.



COURSE OUTLINE:

Day 1 - Fundamentals of Coaching and Coaching Conversations Competencies

What is Coaching and how is it different from counselling, mentoring?

Latest trends in coaching at an individual and team level

Recognizing issues: Why Managers fail to coach?

Learn eleven 11 Core Competencies of Coaching (ICF benchmarked)

Coach employee using Coaching Models for Managers (GROW, STAR and DARE)

Appreciate determination, action and continuous feed-forward instead of feed-back only

Asking the right questions in coaching

Coaching approaches for different behavioral styles (MBTI / DiSC)

Arranging the room for coaching

Running the coaching session

Day 2 - Coaching Conversations Practice, Learning by experience.

Coaching training videos to understand good and bad coaching conversations

Using Power Questions to Foster Critical thinking and curiosity

5 C's of great Coaching Conversations for effective conversations with staff

Coaching styles and skills - Characteristics of an ideal coach

7 masterful coaching personality traits - Myths and realities

Coaching styles: What kind of a coach are you?

Seven communication principles for coaching

Coaching Role plays

Coaching Action plan

TAKE THE NEXT STEP

For more information or to apply to this program, visit our website:



<https://cee.iba.edu.pk/>



PROGRAM LEARNING OUTCOMES:

- Discover why coaching skills are an essential part of your toolkit as a manager
- Develop foundational Coaching fundamental understanding
- Learn the secret of great Coaching Conversations
- Learn providing feedback and feed-forward to empower your team
- Learn performance-based coaching model for great results
- Practice Coaching skills with practical tools for coaching in the workplace

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

FACULTY:

Dr Nyla Ansari

*Assistant Professor, Program Lead, MBA
Executive Program, Academic Director,
Human Resources (Postgraduate Diploma Program)*



Dr Nyla Ansari is a senior full-time faculty (Assistant professor) in the fields of human resources management and organizational psychology at IBA. In addition, she is the “Program leader” of the MBA executive program and the “Academic director” for Human resources post graduate diploma program at CEE, IBA. Her other roles at IBA include personal counsellor to students and patron of the HR student society. Dr Ansari has a PhD in women leadership from Grenoble school of management, France, and three master’s degrees in Organizational psychology, management sciences, and public administration.

Dr Ansari has published papers and cases in international journals and has presented the same at several international conferences on topics such as life/career development, women leadership, and gender bias. She is also a reviewer for a few local and international journals for LUMS, Lahore, NACRA, North America, Emerald group, and Blue pen. She has done many consulting assignments for organizations like Gul Ahmed, K Electric, Hum Awards 2020, ICI Pakistan etc.

FACULTY:

Muhammad Farhan

Certified Success Coach, Certified Leadership Assessor, SHRM-SCP, SPHRi, Certified Trainer



Farhan has extensive experience developing and conducting training in Coaching Conversations, Train the Trainer, KPI based Performance Management Systems, Balanced Scorecard Framework, Total Rewards Management, Competency based Recruitment, Performance and Talent Management, Designing Assessment Centres, HR Processes Audit and Job Analysis & Evaluation training for a variety of industries, including Manufacturing, Supply Chain, Courier, Distribution, Consulting, Education, Banking, Retailing, Training, Contracting, and Construction.

Farhan trained participants from top multinational and local companies like Services Industries, GSK, M&P, OCS, TCS Private Limited, Citiscape L.L.C, SCB, Sanofi Aventis, British Council, Aga Khan University, Aga Khan Health, Tameer Microfinance, KASB Bank, Innovative, Cooperative computing, Sybrid, Systems Limited, Packages Limited, Al-Karam, National Foods, Shan Foods, US Denim Mills, Volta, Kohinoor

Textile Mills, Bahria Town, HBFC, MAL, Nizam Energy, Chase-up, Shaheen Air International, Alkaram Towel, Ali Akbar Group, Dolmen Group, Pak Qatar, Premier Agency, Rajby Industries, Greenstar, Jhpiego, Unity Foods, Technopack, TCF, DHL, Hands Pakistan, Daraz.pk, AKU just to name a few. He has spoken at industry forums and has been a Visiting Faculty & Research Advisor at the leading business schools of Pakistan, IBA, SZABIST & CBM – IOBM.

Farhan is Certified Success Coach, Certified Leadership Assessment (GLA360), Certified SHRM SCP and a student member of SHRM /HRCI, USA and completed certification of HRBP (HR Business Professional) and HRMP (HR Management Professional).

APPLY HERE

<https://cee.iba.edu.pk/registration.php>

DISCOUNTS

10% Discount for 2 or more than 2 participants from the same organization

15% Discount for 5 or more than 5 participants from the same organization

For discount details & sponsorships, please contact CEE Open Enrollment Program Office.

CONTACT US



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PROGRAM POLICIES & PAYMENTS

Registrations are only confirmed when full payment has been received from a participant. For a detailed cancellation policy, please visit: <https://cee.iba.edu.pk/cancellation-policy.php>

The Institute may cancel or postpone a program due to insufficient enrolment or unforeseen circumstances. In this case, the institute will refund registration fee, but will not be responsible for any other related expenses including cancellation/change charges by airline and travel agencies. The Institute reserves the right to make changes in its program dates, faculty, policies, and fees at any time.

Payment can be made via cheque / bank draft payable to the "Institute of Business Administration, Karachi" at the following address: Center for Executive Education (CEE), IBA, City Campus, Garden/Kayani Shaheed Road, Karachi. For online payments via credit cards: <https://onlinepayment.iba.edu.pk/> (from payment type, please select CEE)