



Institute of
Business Administration
Karachi

Leadership and Ideas for Tomorrow

IBA **CEE**

Center for Executive Education
Institute of Business Administration



Workshop on
**Transforming a
Manager to a Coach**



October 23 & 24, 2023



IBA City Campus

Program Overview

Manager is Coach helping his team to drive sustainable high performance through habits and sustainable change. It will result in better life which will result in better performance through science of sustainable change.

It will start with Wellbeing survey and the discussion of the report of the participants. The data and what it means for health and performance, and development of a framework for change. Professional competencies of a good coach/tool kit for managers.

Driving sustainable high performance: what it is and practical steps and tips to achieve it and having mental and physical energy to learn, develop, and perform for long term both personally and professionally. Practicing in situational exercises of practicing Coaching in one to one situations. Finally making a Plan for Change.

Learning Outcomes

- . Incorporate holistic morning rituals (walking, yoga, meditation) for well-being.
- . Understand the Hinsta Methodology and survey results for growth.
- . Comprehend Hinsta Methodology and WOOPS framework for change.
- . Gain insights from Google CEO Sundar Pichai's daily routine.
- . Acquire proficiency in 11 core Professional Competencies.
- . Differentiate coaching, mentoring, and counseling.
- . Master coaching models (GROW, STAR, DARE).
- . Understand science of sustainable high performance.
- . Develop strategic plans for personal/professional performance.
- . Draw inspiration from Iken, Kenya champions.
- . Prepare coachees effectively for coaching sessions.
- . Define coaching outcomes (improved listening, identifying needs, etc.).
- . Apply coaching skills through exercises and case studies.
- . Implement WOOPS method for sustainable change.
- . Embrace incremental progress for remarkable results.
- . Wrap up with a comprehensive understanding of coaching principles & practical application



Topics Covered

- *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*



30,000+
Participants Trained
Since 2009



845+
Trainings
Since 2009



60+
Open Enrolment
Workshops Every Year

Investment
PKR 75,000 +5% SST

Who Should Attend

Managers and directors oversee the dynamic aspects of both small and large teams. They lead, strategize, and ensure goals are met while adapting their approach to team size. Small teams require a more hands-on, personal touch, while larger teams demand a broader organizational perspective. Both roles are pivotal in achieving organizational success.



Dr. Nyla Ansari
Associate Professor, IBA Karachi



Mr. Nasir Ahmed
CEO, Apple Valley Consulting

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