



Transforming a Manager to a Coach



April 23-24, 2026



City Campus, IBA Karachi



Program Overview

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

It starts with a well-being survey and discussion of participants' reports. The data show what it means for health and performance, and inform the development of a framework for change. Professional competencies of a good coach and toolkit for managers are also covered.

Driving sustainable high performance: definition, practical steps and tips to achieve it, and cultivating the mental and physical energy to learn, develop, and perform long-term, both personally and professionally. Practice coaching in situational one-to-one exercises, and finally create a plan for change.

Program Learning Outcomes

- How will you (the participant) benefit?
- 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 setting 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

Day 1

Morning Holistic Rituals: Start your day with a refreshing blend of walking, yoga, and meditation.

Introduction to Hinsta Methodology: Exploring the Hinsta Methodology and unveiling survey results.

Understanding the Hinsta Methodology: Delve into the Hinsta Methodology, WOOPS, and a framework for initiating change

Planning for Sustainable Change: Implement the WOOPS (Wish, Outcome, Obstacle, Plan, and Start) method for planning sustainable change.

Video: A Day in the Life of Google CEO: Gain insights from a day in the life of Google CEO Sundar Pichai.

Coaching Fundamentals: Explore the 11 core Professional Competencies of an effective coach and delve into the coaching toolkit.

Differentiating Coaching, Mentoring, and Counseling: Understand the distinctions between coaching, mentoring, and counseling.

Coaching Models: Learn various coaching models, including GROW, STAR, and DARE.

Day 2

Planning for Sustainable Performance: Develop a strategic plan for achieving sustained high performance.

BBC Video: Explore the journey of champions in Iten, Kenya, featured in the BBC documentary.

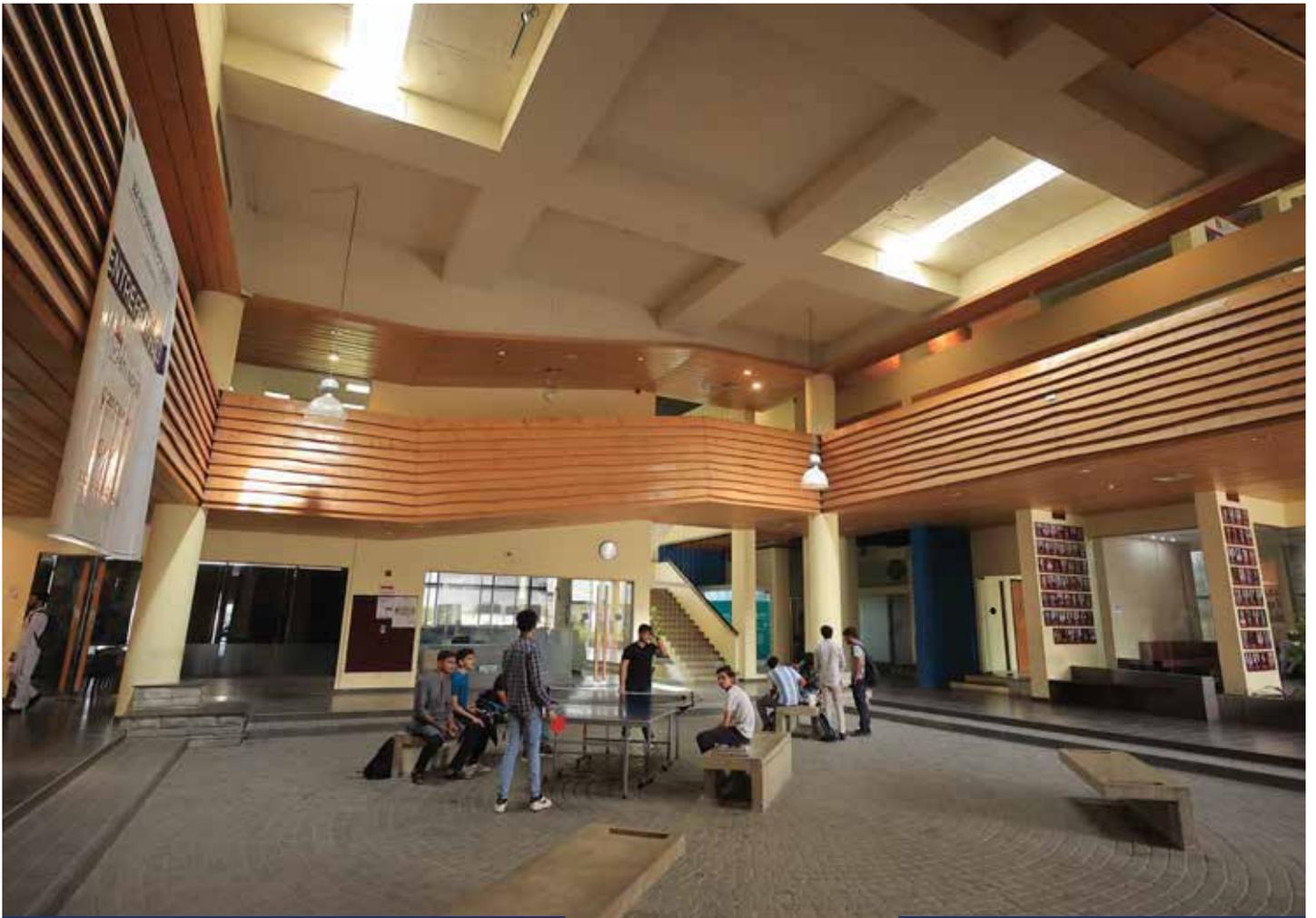
Coachees' Toolkit: Understand the tools and preparation needed for coachees before meeting with their coach.

Expectations from Coaching: Identify the learning outcomes and expectations from coaching, including improved listening and learning abilities, understanding requirements and needs, setting coaching norms, asking effective questions, and ensuring punctuality.

Video: A Day in the Life of Google CEO: Gain insights from a day in the life of Google CEO Sundar Pichai.

Case Studies: Analyze real-world case studies to gain practical insights.

Closing and Wrap-up : Conclude the workshop with a final wrap-up session.



Who Should Attend?

Managers and directors responsible for leading both small and large teams.

Fee Structure

PKR 90,000/- (plus 3% SST)



For Registration

**SCAN
HERE**

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