

# LEADERSHIP CULTURE AND COACHING

## BACKGROUND

The proposed programme is designed to provide participants with an appreciation of their personality traits and to be able to apply their understanding of human behaviour in team and organisational settings. This is to enable them influence others to shape the corporate culture and provide team members with development opportunities through coaching.

## PROGRAMME OUTLINE

- ❖ **Essential Communication and Conflict Resolutions Strategies**
  - Understand your personality profile through the MBTI
  - Review of personal strength and weaknesses
  - Understand how to assess and engage others through MBTI
  
- ❖ **Managing the Operating Culture in a VUCA Environment**
  - Operating in a VUCA work environment
  - Managing Culture and Leadership through Edgar Schain's Organisational Culture
  - Demonstrating exemplary leadership
  - Sources of Power: Where does your authority come from?
  
- ❖ **Developing an empowered Team Culture that drives performance**
  - Motivating the team members
    - Types of motivation factors
      - Extrinsic Motivation
      - Intrinsic Motivation
    - Conditions for motivation
    - Applying motivation strategies
  
  - Overcoming Lencioni's five dysfunctions of a team
    - Absence of trust
    - Fear of conflict
    - Lack of commitment
    - Avoidance of accountability
    - Inattention to results
  
  - Providing Effective Feedback

# **BUSINESS FUTURE**

## **C O N S U L T I N G**

### ❖ **Applying Coaching in the workplace**

- Importance of coaching in the workplace
  - Purpose of coaching
  - Benefits of Coaching for the organisation
  - Motivation principles behind coaching
  
- Conditions for a coaching conversation
  - Review of a Skill & Will Matrix
  - Readiness of the coach and the coachee
  
- Role of the Coach
  - Motivate team member and enhance his performance through coaching
  - Identify opportunities for mentoring and coaching
  
- Applying GROW model in Coaching
  - Using GROW coaching framework to develop employees

### **TRAINING METHODOLOGY**

- Profiling using MBTI Personality Type
- Case study
- Group discussion
- Role Play and Observation
- Experiential Activities

### **COURSE DETAILS**

Course Duration - 2 days

Time – 9 am to 5 pm

Venue – Either held at client's premises or any other venue proposed by client

Any further enquiries, please contact us at  
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