

LEAD WITH COACHING

A 5-Day Transformational Journey

Proven, Practical
Skills to Develop
Your Leaders,
Managers &
Business Teams



PROGRAMME OUTCOMES

- ✓ **GET** clear on your leadership core-job responsibilities and leadership priorities
- ✓ **UNDERSTAND** how the coach-approach can unlock the enormous potential of your people
- ✓ **EXPLORE** the different approaches and styles of leaders
- ✓ **BUILD** out a professional coaching toolkit to develop team members
- ✓ **CREATE** a culture where people thrive and realise their career ambitions
- ✓ **HELP** your company scale smoothly when the right people with the right skills are in place

VENUE

Landmark Hotel, Carrick on Shannon, Co. Leitrim

2024 DATES (4 days live, 2 half-days online)

- ✓ Wednesday February 28th
- ✓ Thursday February 29th
- ✓ Wednesday March 13th
- ✓ Thursday March 14th
- ✓ Wednesday March 20th & Wednesday March 27th (Half-day online sessions)

MODULE ONE

The Mindset and Psychology of Impactful Leaders

- Explore the styles and approach of leaders and why it matters
- Understand key terminology: manager/leader, coach/mentor, EQ and psychological safety
- Explore how a coaching culture can greatly benefit your entire organization

MODULE TWO

Know What's Most Important and Where Best to Spend Your Time

- Map out your own core-job responsibilities and priorities wheel
- Recognise the value of the 'Conductor Role' when leading others
- Elicit core leadership skills to accelerate your journey

MODULE THREE

The Five Essential Elements of Powerful Work Conversations

- Become present to one of the most under-utilised skills of leaders - LISTENING
- Know what great QUESTIONS look like and why they matter a lot!
- Elevate FEEDBACK impact through coaching

MODULE FOUR

Choose the Coach Approach that Best Fits the Situation

- Know the enormous value of '*Coaching Moments*' especially when time is limited
- Understand the value of the '*Relationship Contract*' to create accountability
- Create a structure to make appraisals even more impactful

MODULE FIVE

Roll Up Your Sleeves - Practice, Practice, Practice

- Practice in triads with fellow participants under platinum coach supervision
- Build your confidence and skills in a safe place
- Get your coaching skills professionally assessed against international best practice

CERTIFICATION & RECOGNITION

- ✓ This course is facilitated with international coaching standards (ICF) and best practice in mind
- ✓ You will receive our 'Lead with Coaching – Core Skills' proprietary certification award on successful completion

ADDITIONAL BENEFITS

- ✓ Take behaviour and communications surveys in advance for greater insights
- ✓ Network and share in the wisdom of other Leaders and Managers
- ✓ Get mentored one-to-one and in small groups by qualified experienced coaches
- ✓ Get quiet time away from your day-to-day role for your own personal and professional growth

“Say less, ask more and change the way you lead forever”

MICHAEL BUNGAY STANIER

WHY DEVELOP YOUR LEADERS & MANAGERS?

BENEFITS

- ✓ Enhances communication.
- ✓ Workload shared more evenly.
- ✓ Employee morale and engagement increases.
- ✓ Top talent eager to join.
- ✓ Good people stay longer.
- ✓ Cultivates a robust leadership and management pipeline.
- ✓ Promotes more informed decision-making and problem-solving.
- ✓ A culture of creativity and innovation emerges.
- ✓ Investment in people sends a powerful positive message.
- ✓ The vision and ambition of the company is more easily realised.

DOWNSIDES (OF NOT DEVELOPING)

- ✗ Undeveloped leaders can become the chokehold on the business.
- ✗ Top talent choose elsewhere.
- ✗ Your best people leave.
- ✗ The next layer of leadership becomes sparse or 'empty'.
- ✗ Too many decisions rest on the shoulders of too few.
- ✗ Poor communication sucks the oxygen out of the business.
- ✗ Greater potential for burnout, exhaustion and increased human error.
- ✗ Increased employee apathy and poor work atmosphere.
- ✗ People and teams go backwards.
- ✗ The business stagnates – momentum evaporates.

TESTIMONIALS

"If you are a business owner, leader or manager and especially if you are involved in the development of people then this course is a must for you."

David Murrin

Regional Technical Manager, RNLI



Lifeboats

"The 4-day leadership coaching gave me wonderful practical tools to enhance my own leadership and communication, especially in the engagement and the development of our construction teams. It was one of the best trainings I have ever experienced across my entire career. My fellow directors, senior management and site-managers have all been saying the same thing. I could not recommend this programme enough."

Tom O'Malley

Associate Director, Clancy Construction



Built on Partnership

"What makes this course stand out from other coaching courses I've attended was its focus on the practical application. I was inspired and excited each day to immediately try new coaching techniques with my project team and peers and can honestly say it has improved our interactions immensely in such a short space of time. James and the facilitators are knowledgeable, experienced, and gifted coaches, and their facilitation, along with the guest speakers enhanced the learning experience hugely."

Sarah McCartan

Learning Program Management, PayPal



"I cannot recommend this course highly enough, as this was by far the best course I have ever attended in my over 25 years involvement in both Business and Sport".

Stephen Bohan

*Former Director, Trojan IT
Senior Coach,
Roscommon GAA*



FACILITATORS



James Martin
Business Growth
Strategist

James specialises as a business growth strategist and leadership development coach for directors, leadership teams and senior management. He spends most weeks in conference rooms with senior business leaders helping them develop themselves, develop their teams and grow great successful and profitable businesses.

In the last four years James has mentored and coached over 1,200 business owners and business leaders worldwide. He is a regular invited trainer at the Tony Robbins renowned Business Mastery and currently resides in Carrick-On-Shannon, Co Leitrim.



Rachel Dungan
MPSI, MCC
Director of Education

Over the past two decades Rachel has worked with senior leaders in global companies to align their energy, focus and self-leadership so they realise their potential and bring out the best in both themselves and the people they lead.

CPD is part of Rachel's DNA. Her professional affiliations include:

- International Coaching Federation (ICF) as MCC credentialed coach, ACTC team coach, mentor coach and PCC assessor.
- National Board Certified Health and Wellness Coach (NBC-HWC).
- European Mentoring & Coaching Council (EMCC).



Gerry Duffy
International
Professional Speaker

A full-time international speaker, Gerry spends most weeks working with company directors and senior business leaders. He co-facilitates 'Business Accelerator' programmes (18-month journey) and 'Lead With Coaching' programmes in-house with James. He also runs regular one-day 'Speaker Schools' where business leaders fine-tune their presentation and facilitation skills to help them be even more professional and win more business.

Gerry will focus on how the coach approach can truly help almost any organisation realise their true ambition – especially for leaders who currently lead teams or plan to lead teams in the future.

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