

Moving From Boss to Coach

ONLINE COURSE

Gallup's most comprehensive research and analytics on human behavior in the workplace show that employees' needs and wants are shifting. The online Moving From Boss to Coach course provides managers with the insights, strategies and practical skills they need to deliver on employees' changing priorities and expectations, with the goal of performance excellence. This course will help managers develop the skills to build trusting relationships with their employees and team, understand their employees' needs, take an active role in providing meaningful feedback, deal with challenging conversations, and individualize each employee's development for optimum performance.

Who Should Attend

This course is for people leaders/managers who want to develop the managerial coaching skills necessary to meet employees' changing expectations in the workplace.

What You Can Expect

Participants will leave this practical, skills-based course with powerful approaches they can apply to improve their managerial coaching skills.

By attending the Moving From Boss to Coach course, participants will:

- learn exactly what employees want and need from their manager
- gain actionable insights into what makes a manager an effective coach
- discover how to use their managerial coaching skills to achieve greater collaboration and trust with their employees and team
- engage in six coaching conversations that enable, inspire and improve employees' performance

In the month after the course, managers will talk one-on-one with a Gallup performance coach to sustain the momentum they built during the course and address any challenges hindering their coaching effectiveness, engagement and performance.

Program Format

Online Course

Prerequisites

Leading High-Performance Teams Course

Course Overview

Module One

The Power of Conversations
Elements of Great Coaching Conversations
Live Session #1

Module Two

Coaching Moments
Preparing for Challenging Conversations
Conducting a Developmental Coaching Conversation
Live Session #2

Module Three

Leading Powerful Progress Reviews
The Sixth Conversation: Pay and Compensation
Live Session #3

Module Four

Building Trust in Teams
Coaching Teams
Becoming a Coach
Live Session #4