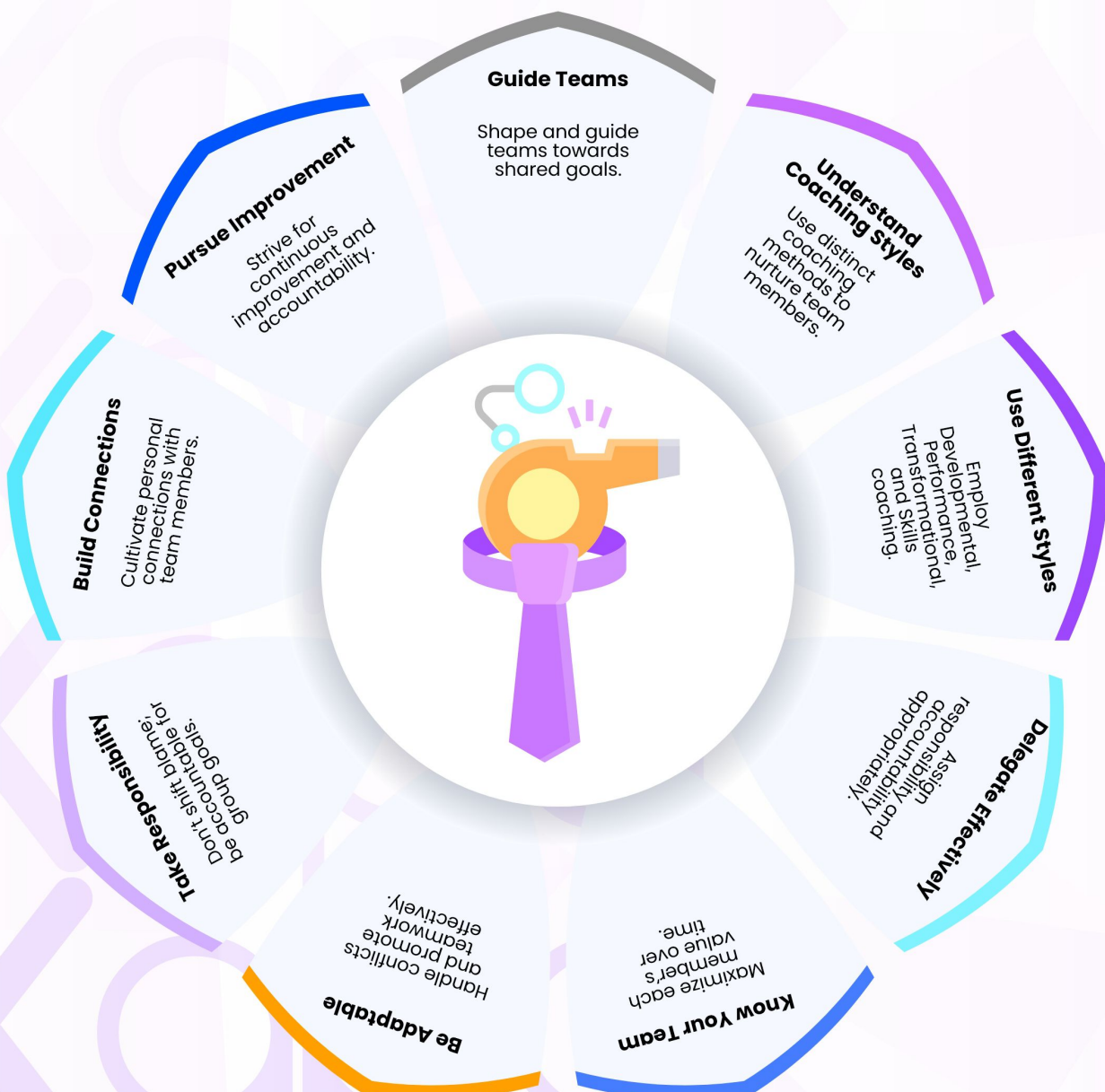


Manager as Coach

Learn how to guide and develop your team like a coach, utilizing various coaching styles and fostering collaboration. This module covers conflict management, delegation, and building personal connections within the team.



Top 10 Teaching Points

1
As a manager, you take the reins in shaping and guiding a group toward a shared goal, just as a coach would.

2
Coaching style refers to the distinct methods, approaches, and behaviors a coach employs to mentor and nurture individuals on a team.

3
There are four main coaching styles that team leaders use: Developmental, Performance, Transformational, and Skills.

4
Good coaching involves appropriate delegation of responsibility and accountability.

5
It's up to you to know your team and learn how to best maximize each member's value, both in the moment and over time.

6
Being adaptable enables you to effectively handle conflicts, promote teamwork, and create a favorable atmosphere.

7
Leaders cannot shift the blame or offer excuses for failing to meet the goals of the group or any individual within their group.

8
An exemplary leader is one who diligently strives to cultivate personal connections with team members, so you can readily discern when others might be facing challenges.

9
Another trait of effective leadership is a constant pursuit of improvement. If you're motivated to admit mistakes and take accountability, then your team will follow.

10
Striking a balance between being vocal and being silent is crucial. Being excessively quiet can raise doubts among your team, but it's equally important to avoid micromanaging.

KEY TAKEAWAYS

01 | Understanding Levels of Agreement

02 | Managing Mismatched Commitments

03 | Navigating the Agreement Tango

04 | Handling Disagreements Creatively

05 | Respecting Boundaries in Negotiation