TM-ACM - Coaching attitude for successful Managers

Soft skills - Sviluppo organizzativo e Coaching - Leadership e comunicazione

Durata:	Lingue:	Certificazione:
2 Giorni	**Italiano**	**-**

Descrizione del corso

The labor market is always looking for qualified managers that, in addition to technical skills, are able to manage complexity related to their business, company and work team. Competition arises not only among peers but also towards newcomers, that are less expensive and more suited to change. The standards in this market have changed: there are new contractual forms and more flexibility for both outgoing and new workers. Precariousness in employment relations, discontinuity in work, inadequate salaries are some of the aspects that managers of today and of the future shall take into consideration. Furthermore, careers are now less coherent and predictable. Are we managers or Zen masters? The key word is resilience, but it’s not the only one! In this labor market, what are the real and necessary abilities that a manager should have in order to build a successful career? Starting from self-awareness, communication skills and core values, the manager always has clear goals in mind, he knows how to set priorities, to motivate himself and his work team and to assume responsibilities. When he interacts with his team, he knows how to point the way to reach goals, give and receive constructive feedback, convey optimism and confidence, develop a learning process for coworkers, set priorities and strategies. These are what we call soft skills! Relational skills! How do we develop and improve soft skills? The manager must learn how to become in the first place a self-coach and then use the acquired skills with his coworkers. Coaching attitude might be described as a set of tools and techniques that are useful to avoid or reduce obstacles limiting potential, in order to easily reach individual and team goals. The course we offer can be held in the company and it is designed for managers or team leaders.

Programma

- Difference between listening and hearing
- Verbal and nonverbal communication
- The world map
- Beliefs, values and norms
- The power of questions
- The coaching conversation model
- Setting challenging and achievable goals
- Creating an action plan
- The pyramid of logical levels

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