



## Manager As Coach Learning Series (MAC)

*Building and Sustaining a Coaching Culture*

Creating a culture where employees are encouraged, inspired and rewarded for success - a coaching culture - accelerates organizational success.

Effectively coaching others to achieve their full potential is a requirement for organizations to succeed in today's challenging environment. Yet coaching is one of the most overlooked skills. With *Manager as Coach Learning Series (MAC)*, line supervisors to executives gain the ability to coach, build trust and conduct constructive conversations that develop and engage employees to drive organizational performance.

### About *Manager As Coach Learning Series (MAC)*

MAC transforms participants into coaches. Using adult learning principles, MAC provides practical knowledge and essential resources to improve both individual and organizational performances. Structured and succinct experiential sessions, delivered over a span of time, allow participants to immediately transfer learning into practice. Tailoring MAC to the organization's specific needs further enhances its relevancy, sustainability and impact on business performance.

#### Participants:

- Discover the value of becoming a coach to inspire excellence in others
- Develop and enhance the skills, qualities and behaviors of an effective coach
- Gain the confidence and skills to initiate impactful coaching conversations

#### Organizations:

- Build better leaders for today and the future
- Improve employee engagement, productivity and accountability
- Build and sustain a coaching culture to deliver greater organizational success

Let Kerjaya Sukses help your organization embrace learning and development that produces results!



### Clients say...

"This is one of the best investments in our organization's future."

"Our employees are more engaged and embrace stretch assignments. This helps us increase our internal talent pool for succession planning."



## Building & Sustaining a Coaching Culture

### Plan

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Tailor program to address business objectives and define measurable outcomes for MAC

#### Launch

Key stakeholders and Kerjaya Sukses Consultant introduce MAC and pre-work to participants and their leaders

### Learn & Apply

#### Session 1 Workshop

Master highimpact coaching skills through the 5-step coaching process leveraging tools and small group coaching support

#### Mid-Point Quick Check

Learning reinforcement and review of successes and challenges during application of coaching skills and tools

#### Session 2 Workshop

Discover advanced coaching competencies; practice the 5-step coaching process and develop goals and commitments

### Sustain

#### Session 3 Commitment

Transition from Kerjaya Sukses Consultant to small coaching groups to sustain coaching culture

#### Program Evaluation

Kerjaya Sukses Consultant meets with key stakeholders, participants and their leaders to evaluate measurable outcomes

### Tools for Success & Sustainability

- Bank of Individual Coaching Hours
- Participant Workbook with Toolkit
- Executive Summary Coaching Discussion Guide
- Guide for Small Coaching Groups