

COACHING WORKSHOP FOR MANAGERS & SUPERVISORS

Delivered by Ignite Global In collaboration with Sasin School of Management

Day One Morning

	SUBJECT MATTER	LEARNING OBJECTIVES	DELIVERY METHODOLOGY	IMMEDIATE KEY TAKEAWAYS
Day One Morning	Introduction by Sasin HR.			
	01. Empathy Integrated Coaching Skills for Inspiring Leadership.	<ul style="list-style-type: none"> ✓ Awareness that coaching is a counter intuitive process. ✓ Collective confirmation of Industry definition of coaching. ✓ Setting expectations for the session. 	<ul style="list-style-type: none"> ✓ Exploration of Mental Drama Triangle. ✓ Short Guided Reflection Session. ✓ Brief group discussion on coaching as a developmental approach. 	<ol style="list-style-type: none"> 1. Coaching skills can be used as a leadership tool. 2. Ability to provide higher visioning to any leadership situation.
	Activity by Sasin HR Experts (Improvisation/Roleplay)			
	02. Offering active listening.	<ul style="list-style-type: none"> ✓ Awareness of natural states of narrowed cognition. ✓ Technical application of power of silence. ✓ Awareness of immersive listening. ✓ Build a tool box of listening techniques. 	<ul style="list-style-type: none"> ✓ Short video for reflection. ✓ Story telling ✓ Activity – Paradigm Shift of Silence. ✓ Activity - Test your listening. ✓ Interactive information sharing session. 	<ol style="list-style-type: none"> 1. Listening requires conscious processing and attention. 2. Utilize silence effectively. 3. Incorporate listening techniques actively in leadership communication.

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Day One Afternoon

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Day One Afternoon	03. Asking Powerful Questions.	<ul style="list-style-type: none"> ✓ Awareness of psychological associations of 'Questioning' vs 'Conscious Inquiry'. ✓ Understanding of technical levels of conscious inquiry. ✓ Awareness of practical tools to elevate leadership communication with powerful questions. 	<ul style="list-style-type: none"> ✓ Story of British Interrogation Rooms – Exploration of an intriguing case study from Cambridge University. ✓ Activity – Power of linguistics. ✓ Interactive exploration of technical levels of inquiry. ✓ Interactive group Exercise 	<ol style="list-style-type: none"> 1. Conscious inquiry is a powerful leadership mindset. 2. Depth of inquiry determines the outcomes of leadership communication. 3. Embody powerful inquiry in leadership communication.
	End of the day insights			

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Day Two Morning

	SUBJECT MATTER	LEARNING OBJECTIVES	DELIVERY METHODOLOGY	IMMEDIATE KEY TAKEAWAYS
Day Two Morning	Welcome by Sasin HR.			
	Activity by Sasin HR Experts (Improvisation/Roleplay)			
	04. Provide Constructive Feedback.	<ul style="list-style-type: none"> ✓ Awareness of developmental neuroscience in providing feedback. ✓ Ability to redefine Feedback as a powerful Human Potential Development Tool. ✓ Understand the psychological associations of Feedback Mechanisms. ✓ Learning Empathetic Feedback Model for masterful leadership communication. 	<ul style="list-style-type: none"> ✓ Empathy Exercise – Make-it break-it feedback. ✓ Exploration of windows of self-awareness. ✓ Interactive Activity – Redefining Feedback. ✓ Interactive information share - Deeper look into feedback. ✓ Exploration of applying Empathetic Feedback Model. 	<ol style="list-style-type: none"> 1. Feedback is an opportunity in leadership communication. 2. Feedback is an inspiring and uplifting human potential development methodology. 3. Apply feedback in leadership communication.

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Day Two Afternoon

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Day Two Afternoon	05. Experiential application	<ul style="list-style-type: none"> ✓ Gaining ability to apply the learnings from the workshop. ✓ Realignment of holistic integration of the learnings. 	<ul style="list-style-type: none"> ✓ Q&A Session. ✓ Interactive small group discussions. ✓ Reassessing the expectations. 	<ul style="list-style-type: none"> ✓ Build connections and synergy in the learning components. ✓ Ability to embody all skills in combination. ✓ Self-efficacy is developed. ✓ Ability to lead with coaching skills as an inspiring leader.
	End of the workshop insights			
	Awarding of Certifications			
	Closing Remarks by Sasin HR.			