

# Executive Leadership Series

## Coaching, Mentoring and Constructive Feedback

The executive team has a key role in implementing a culture of positive coaching, mentoring and constructive feedback.

These practices need to start with them, and through role-modelling and support, they can enable the various tiers of management and supervision to carry out the same practices.

Many of those in leadership positions at various levels have learned to 'tell' (give all the answers) rather than coach, to direct rather than mentor and to give negative or minimal feedback rather than constructive feedback. This can create a disempowered workforce.

The workshop will be quite practical, with sufficient time for skills practice in the above areas.

### Course Content

- Coaching versus mentoring
- The benefits of coaching and mentoring
- Skills needed for coaching and mentoring
- Executive coaching and mentoring
- Can a coach be a mentor?
- Types of coaching
- The GROW coaching model
- Constructive versus destructive feedback
- Key ingredients of constructive feedback
- 180- and 360-degree feedback
- Coaching and mentoring case studies
- Skills practice

### Course Details

Delivery:	Inhouse
Structure:	Interactive Workshop
Time:	Half ½ day
Class Size:	Max 15
Cost:	On request

### The Trainer



With over 32 years' experience in the human resources and management consulting fields, Narayan has provided a vast array of training and services to a range of organisations, including Local, State and Federal government agencies.

Narayan provides a very strong adult learning focus to his training. He ensures that it is experiential, practical and closely linked to workplace needs and realities.

He is also consistently described by clients as highly enthusiastic, creative and dynamic in his approach.