



ICI Standards & Curriculum for the ICI accredited training: “Coaching Skills for Managers”

The training “Coaching Skills for Managers” is accredited by the ICI. The ICI member Institute: Slapovi Znanja, with the “Coach Master Trainer, ICI”: Šemsudin Zaimović, who developed the curriculum, have the right to conduct and seal the training certificates of this training with an ICI seal. If you have any questions, please contact our ICI member institute Slapovi Znanja directly: <https://www.coaching-institutes.net/slapovi-znanja>

The training program

Training duration: 15 hours

The training is realized in a course of two days. The first day is focused on introduction with Coaching process and the principles of work and the second day is focused on practical techniques that attendees can use in their work.

First Day

- Why training “Coaching skills to Managers”?
- Difference between Manager and a Coach
- What is Coaching? Definition and history of Coaching
- Difference between Coaching and similar discipline (training, consulting, mentoring, counseling, psychotherapy)
- Coaching in practice
- Types of Coaching
- Desirable traits in a Coach
- Defining the aims of Coaching
- Structure of Coaching (sessions)
- Position of a Coach
- Basic skills of Coaching (short overview)

Second Day

- GROW Model (Basic Coaching model for work with individuals and groups)
- Reflecting Team (Technique for work with groups in aim of developing new perspectives, ideas and possible resolutions of actual problems)
- Controlled Dialogue (Technique for working on resolving misunderstandings or potential conflicts between individuals in a group or teams)
- Feedback (Technique for giving feedback to individuals or groups)

Each of mentioned techniques will be presented in the following order

- Short theoretical lecture
- Applied lecture
- Practical demonstration of application
- Group exercise
- Mutual analysis of exercise.

Core competencies

- To handle oneself and own condition in asymmetric contexts
- To know the difference between Coaching and managerial work
- To involve and coordinate the perspectives of the organization and the individual
- To apply effective methods and techniques to ensure insight, constructive feedback and progress for his subordinates

Main Benefit

- Coaching skills will enable attendants (you) to manage employees at all levels of the organization with approach that quickly shows better results.

Addressed to

The Coaching skills for Managers are firstly aimed for managers at all organizational levels, but also at potential employees for succession and promotion, HR employees and educational staff of the organization.