

Management Coaching

Coaching Programmes, Skills and Training

By working alongside an executive coach to set goals, this course helps managers to improve their overall performance and reach their full potential.

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Nine Dots Development
The Leadership & Management Training Specialists





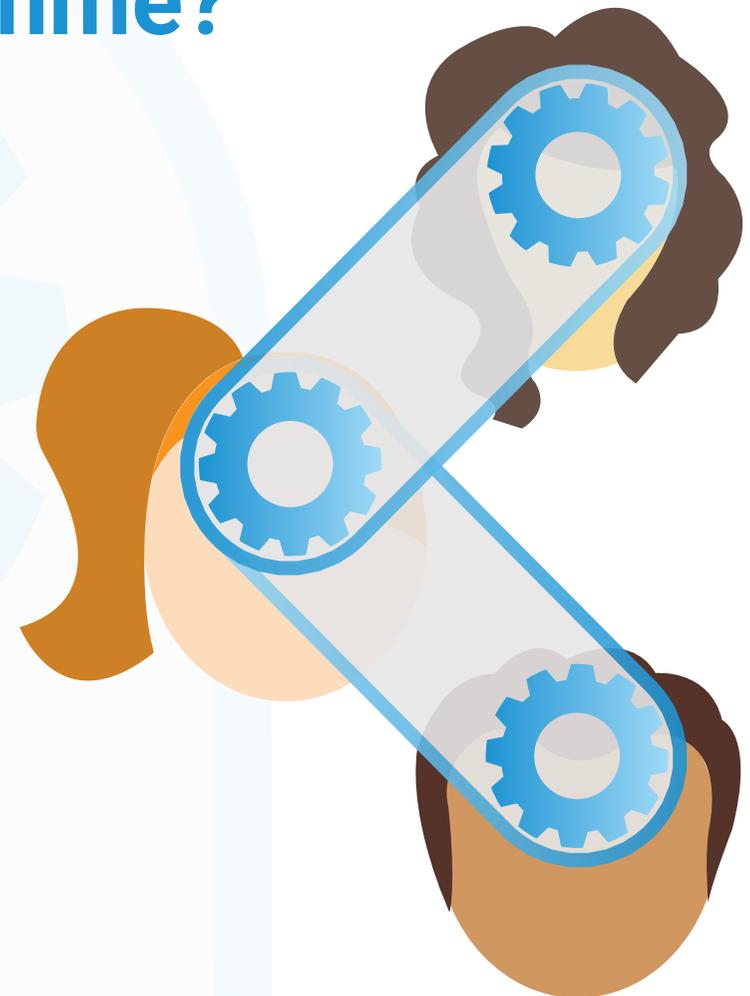
What is a Coaching Programme?

Coaching is a process that aims to improve managers' overall performance.

Managers will work with an executive coach to maximise their strengths, improve upon their weaknesses and set both individual and team goals that will put them on the path towards realising their full potential.

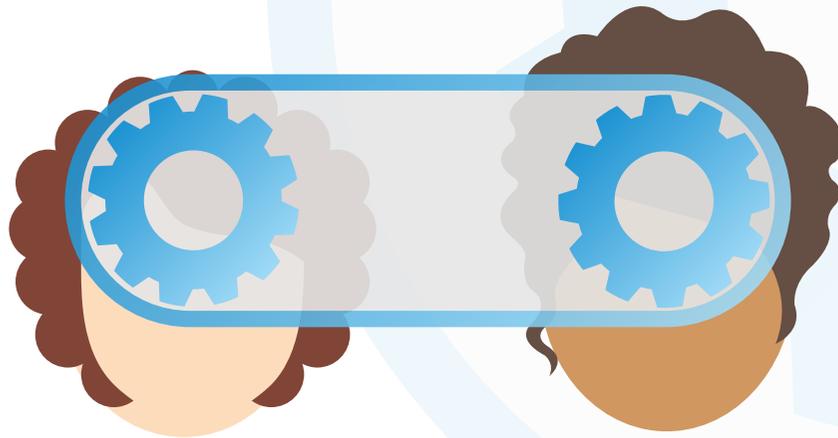
“Recent studies show business coaching and executive coaching to be the most effective means for achieving sustainable growth, change and development in the individual, group and organisation”

HR Monthly





What are the benefits of a Coaching Programme?

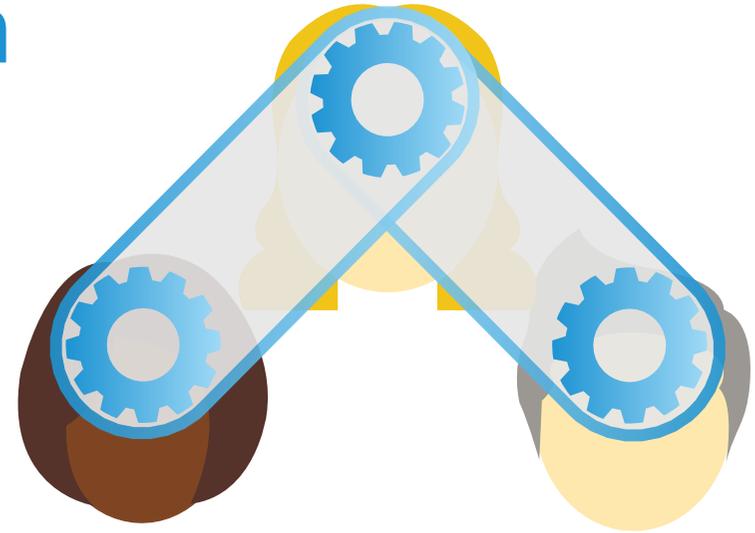


- ✓ Managers with improved abilities to **harness the power** of their teams to achieve organisational goals
- ✓ An **increased commitment** to the organisational vision, mission and strategic aims
- ✓ **Greater retention** and loyalty from managers
- ✓ A **happier** and more effectively managed workforce
- ✓ **Increased** team performance



What Can You Expect When Commissioning Coaching Sessions?

- A drastic increase the **rate of development** for management and leadership skills
- Managers' **decision making** and critical thinking abilities will be improved
- Individuals will become more self-aware and will feel encouraged to reflect on their style of working with and managing others
- Managers will be helped to **overcome barriers** to their performance or development at work
- They will feel more obliged to contribute to a change in **management culture** across your organisation





Why You Should Choose Nine Dots Development?

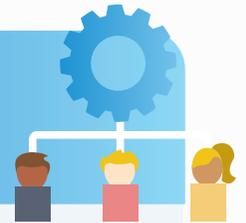
At Nine Dots Development, we believe that every training program should be **bespoke and designed with your company's needs in mind**. Therefore, we draw on elements and tools from the entire spectrum of coaching services to get the **right results** for the managers and companies that we work with.

Our Experience



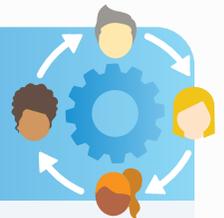
We have coached managers in **almost every industry**. Whether you are a blue chip, FTSE or Fortune company or an SME, we have experience in developing your people.

Our Diverse Team



With over 20 ICF Accredited Coaches in our team, we have a **huge spectrum of experience** and skills to offer your company.

Our Process



We partner with managers to **ensure** that the benefits are realised back in the workplace.



Overview Of Our Coaching Packages

The coaching courses we provide are for a **minimum of 3 people per day** of coaching from £240 per person.

Bronze Pilot

1 Day of Coaching

minimum 3 people



Who Is It For?

Those who are new to or unsure about coaching and want to try it before committing long term.

from £1,200 min. 3 people

Silver Taster

3 Days of Coaching

minimum 3 people



Who Is It For?

Those who feel coaching is the right thing to do but are unsure of how much coaching they need.

from £3,600 min. 3 people

Gold Programme

5 Days of Coaching

minimum 3 people



Who Is It For?

Those who know coaching is the right thing to do and know what their long term goals are.

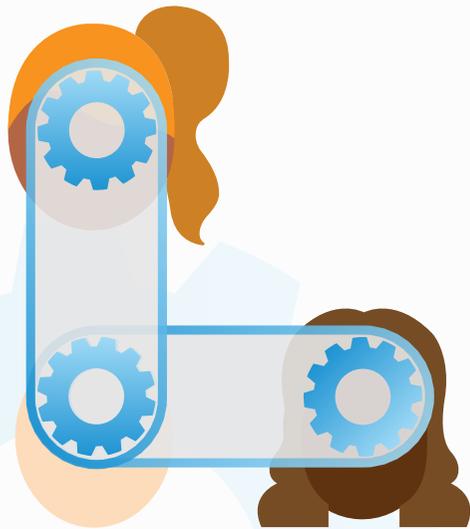
from £6,000 min. 3 people



Other Training We Offer...

Coaching Skills Course

This course will introduce you to coaching skills and the GROW model. You will be equipped with the tools and questions necessary to begin coaching your colleagues along a path of development. Coaching is an essential skill for managers that wish to develop and empower their teams and this course is a great place to start.



Benefits include:

- ✓ Develop better relationships with your team
- ✓ Encourage independence within your team
- ✓ Learn from your team
- ✓ Staff developing each other
- ✓ Better team relationships
- ✓ Proactive talent development

Topics covered:

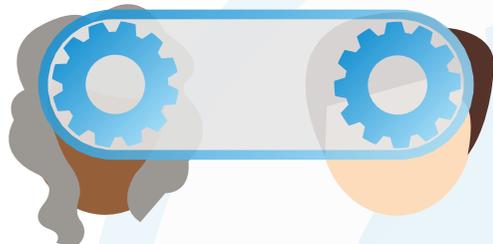
- ➔ Understanding the difference between coaching and other conversations
- ➔ Identifying different styles to coach your team members depending on the situation
- ➔ Practicing different question types
- ➔ Listening at a deeper level
- ➔ Running a coaching meeting using GROW
- ➔ Using Well-Formed Outcome coaching
- ➔ Understanding the benefits of a coaching culture to the organisation



Other Training We Offer...

Developing and Coaching Your Teams for Success

This course gives managers an insight into how they can create a culture of team development. The manager explores how to identify development gaps, motivate performance and encourage the team to progress to success. Managers are trained on how to listen and ask questions effectively to be able to coach and empower their team.



Benefits include:

- ✓ Increased team performance
- ✓ Increased team morale
- ✓ The ability to coach others to take ownership
- ✓ Successful team performance
- ✓ Increased results
- ✓ Empowered members of the organisation

Topics covered:

- ➔ Creating a culture of development and well-being
- ➔ Identifying performance and development gaps
- ➔ Motivating performance
- ➔ Exploring development methods
- ➔ Defining coaching and its benefits
- ➔ Questioning and listening effectively
- ➔ Coaching your team



What our Learners and Clients Say

- “Very engaging trainer who tailored the course to my and my organisations requirements”
- “Really enjoyable, good range of activities, informal relaxed training style - encouraged communication. Memorable ways of presenting material. 10/10!”
- “It was an enjoyable and informative day. The course matter was extremely useful and relevant and I will use it in my role.”
- “Very engaging trainer who tailored the course to my and my organisations requirements”

““We have received excellent services and personal attention by Nine Dots Development. They are responsive to our needs and adapted promptly to our International environment, coming up with remote training solutions for our Leadership Development Programme as well as the in-person Management Development programme, and following up with us regularly. The trainer is exceptional for our organisational culture, practical and tailors the content to our needs. There is no ‘death-by-powerpoint’ sessions and everyone is really engaged and motivated. We

have learned so much and each individual leader takes their learning back into the workplace, which is great to observe. We recommend Nine Dots without hesitation.”

- “Engaging, diverse and can be applied theoretically and practically to draw logical conclusions.”
- “I really enjoyed the course and found the information both relevant and interesting. The course is always delivered in a very engaging way that keeps you interested all day.”
- “Superb! The session was educative and informative with a strong undercurrent of academic theory. It was self - reflective, encouraged inquisition and communication. Impressive.”

Andrea Vogel

Head of People and Achievement

War Child

Check out **hundreds of reviews and training outcomes** that are featured on our website:

ninedotsdevelopment.com



Sounds great! What are the next steps?

Building **outstanding** teams is something that we are **passionate** about, so if you feel manager coaching will be an asset to your company, please don't hesitate to get in touch with us

Enquire today by calling:

+44 (0) 1332 527 905

Request a call on our website: ninedotsdevelopment.com/web/callrequest

Send us an email: enquiries@ninedotsdevelopment.com

Nine Dots Development

We help assist organisations to expand the skill sets of their employees, from junior managers, all the way through to executive level positions.

We do this through:

- ⌚ Bespoke/tailored training workshops
- ⌚ 1 to 1 coaching
- ⌚ Qualifications
(CMI/ILM/Apprenticeships)

Our work tends to cover **3 broad areas** of skills and behaviours which can be categorised as:

- ⌚ People Management
- ⌚ Business Management
- ⌚ Self Management