

# Leader as Coach – empowering others to success

## OBJECTIVE

People want to make a difference, and the organisation needs them to - if it is to be successful. Empowerment is a fundamentally different way of working together, and this module is about how Leaders can behave as coaches to create an environment where employees want to make decisions, invent solutions to problems, take initiative, and be accountable for results.

## TARGET AUDIENCE

This programme has been designed for all Managers and Teams who need to work together to create Empowered working environments

## LEARNING OUTCOMES

- Participants will understand what is required from both management and staff for successful empowerment, and how to implement the changes required to achieve this.
- Participants will understand how to test the climate for Empowerment in their workplace.
- How to reorganise systems and structure from the Pyramid to the Circle.
- How to identify the organisational barriers that work against Empowerment, and strategies for dealing with these barriers.

## WORKSHOP OUTLINE

- The road to empowerment
- The leader as a coach
- Structure and systems - from the Pyramid to the Circle
- Testing the climate for Empowerment
- Three paths to Empowerment - Mindsets, Relationships and Organisational Structure
- Facilitative Leadership
- Organisational barriers

## DURATION

Four (4) hours