

COACHING, MENTORING AND SITUATIONAL LEADERSHIP
2 Days

Virtual | Blended | Online | Classroom

(Credits gained towards a National Certificate: General Management, NQF 5)

1. UNIT STANDARD

Select and Coach first line managers

Unit Standard: 252035
NQF Level: 5
Credits: 8

2. PROGRAMME OVERVIEW

The workplace of today is a performance-driven one. Team members are expected to “hit the ground running”, managing their workloads effectively enough to meet, and hopefully exceed the expectations of their positions. It is simply the way of things these days.

In order to succeed, team members often require the support and direction of an in-house mentor and objective coach. The value of coaching and mentoring team members quickly becomes self-evident and more and more companies are opting to incorporate this approach into their corporate culture. When a team reaches its full potential, the business does too.

In a nutshell, mentoring is job-centered and focused on workplace competence, while coaching is person-focused and centered around individual growth and career development. Both approaches are meant to motivate, lead and inspire people, personally *and* professionally. Situational leadership refers to how managers adapt their leadership style to meet the challenges their teams face in any given circumstance. Flexible, dynamic and creative leaders bring out the best in their teams.

Our accredited **Coaching, Mentoring and Situational Leadership Skills** course is designed to empower delegates to become effective, conscientious and responsive leaders in the workplace. Empowered people empower people. The value of potent leadership is self-evident.

3. LEARNING OUTCOMES

At the end of the **Coaching, Mentoring and Situational Leadership** course, delegates will be able to:

- Identify and select a specific individual for coaching and/or mentoring
- Plan the coaching and/or mentoring process
- Engage in the coaching and/or mentoring process
- Monitor and measure the results of coaching and/or mentoring sessions.

Growing People...Building Talent...Creating Leaders

Accreditation and Certifications

*Microsoft, CompTIA, Certiport, Pearson Vue, CertNexus, ICDL, IMM,
MICT, MerSeta, BankSeta, ICB (Fasset), W&R, ETDP, Services Seta, LGSeta & Growing...*

4. TARGET AUDIENCE

The **Coaching, Mentoring and Situational Leadership** course is ideal for Supervisors, Managers and Team Leaders who want to achieve exceptional results and get higher performance from their team.

5. OUTLINE

Module 1: Setting the Scene	Module 2: Practical Skills and Techniques
Why a Coaching Culture? The Characteristics of a Coaching Culture Effective Coaching and Mentoring Behaviors Exploring the Differences Between Coaching, Counseling, Training and Mentoring Choosing Situational Leadership styles: Delegating, Supporting, Coaching, Directing	Communication Skills Understanding Different Personality Types: Director, Expressor, Thinker, Amiable Developing Active Listening Skills The Art of Asking Thought-provoking, Outcome-based Questions Giving and Receiving Feedback
Module 3: Coaching in Practice	
The GROW Coaching Model Establishing Coaching Opportunities Performance Coaching Innovation Coaching Strength-based Coaching Continuous Development	

6. TRAINING METHODOLOGY

All training interventions can be facilitated via Online, Virtual Instructor-Led Training, Face-to-Face, or through a Custom Blended approach.

The **Coaching, Mentoring and Situational Leadership** course is designed to run at a high level of participation and interaction, where delegates are involved in role-plays, rating exercises and case studies. Video clips are used for understanding and integration. Upon completion, a report will be provided which will include the facilitator's feedback on the delegates' performance and identifying areas for further development.

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7. THE NEXT STEP

On successful completion of a formal Portfolio of Evidence (PoE) credits are gained towards the following qualification:

National Certificate: General Management, NQF 5

You might also be interested in the following courses. Click on the course name to learn more.

Managing Change in a VUCA World	Building Resilience through Emotional Intelligence (EQ)
Problem Solving Skills in the 4IR (Innovative and Creative Thinking)	Judgment and Decision Making (Analytical Thinking)

Upcoming Events

For in-house or customised training requirements

Get in touch



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