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# Coaching and Teambuilding Skills for Managers and Supervisors

Managing teams in today's world is much more than handing out tasks and waiting for results. It requires knowing your own leadership style and creating a setting for inspiration and motivation. Developing teams includes building a team with the skills needed to move your organization forward.

Our coaching and teambuilding skills course helps managers and supervisors develop the knowledge and skills to perform a valuable function for your organization. They'll learn how to build an effective team where coaching and feedback are welcomed. They'll also learn how to manage in tough situations, such as conflict and change, and discuss why culture is important.

## Module 1

### Fundamentals of Leadership

Today's successful leaders are described as innovative disruptors in the industry. Discover what makes successful leaders and why leadership matters in an organization.

- Identify the behaviors of an effective team in today's workplace
- Review the behaviors identified for successfully leading teams
- Discuss the role of a manager/supervisor as a team leader in today's competitive marketplace

## Module 2

### Coaching Team Members

Coaching is crucial to the success of a team. Learn the coaching skills to guide employees and, ultimately, the entire team forward.

- Express what coaching is, why it is important and when it is more effective to use it
- Discuss the steps to coach individuals and the team
- Summarize opportunities to integrate peer coaching to reinforce positive behaviors on your team

## Module 3

### Coaching in Challenging Team Situations

Learn how to approach challenging team situations as an opportunity to build, enhance or strengthen a relationship that affects the leader, the employee and the team.

- Summarize how to approach difficult conversations productively
- Discuss strategies for using the steps for coaching during difficult situations
- Practice the skills of effective communication under difficult circumstances

## Module 4

### Building a Team

Discuss what it takes to develop a motivated, engaged and forward-thinking team. Also identify possible obstacles that can sabotage teams, how to overcome them and the stages a new team goes through to perform at its best.

- Discuss the guiding principles needed to build a high-performing team
- Identify the challenges to overcome in building a team
- Recognize the stages of forming teams and the steps to move a team to performance

## Module 5

### Motivating and Engaging Teams

Make an immediate difference for team members and organizations by learning why motivation and engagement are important to the success of a team.

- Discuss why motivation and engagement of team members make a difference
- Review ways to motivate and engage team members
- Identify possible solutions to a specific team motivation situation

## Module 6

### Developing a Team Culture

Leaders are responsible for shaping the culture of a team, recognizing when changes need to be made and knowing how to influence the process along the way.

- Identify the factors that shape a team culture
- Recognize important elements needed to create a culture
- Write an action plan for next steps in building team culture

