

## Coaching Skills for Managers

<b>Date</b>	Workshop 1: Friday 1 & Saturday 2 March 2019 Workshop 2: Friday 22 March 2019 Workshop 3: Friday 24 May 2019
<b>Time</b>	9:30am to 5.00pm (each day)
<b>Venue</b>	The Law Society of Ireland
<b>Fee</b>	€1,440
<b>Discounted* Fee</b>	€1,200*
<b>CPD Hours</b>	Full General and Full Management & Professional Development Skills required for 2019 (by Group Study) provided all sessions are attended.
<b>Event Code</b>	S1905

### Training Approach

Our approach is a combination of theory and experiential learning, providing participants with the tools and frameworks required to understand when coaching is appropriate; to hold effective coaching conversations and to use a coaching approach for talent development and management.

On the programme, as well as learning the theory and coaching models, you the participants will identify your own development agenda and will experience being coached on this agenda. This will allow you to develop a clear view of your own development agenda as well as think about the potential development areas for your teams.

Practice and reflection are key elements in the adult learning process. Our approach is to engage our delegates in coach practice - both on the programme and directly after.

### What you will learn on this programme

- Definition and the role of coaching in business and organisational context
- Differences between coaching and mentoring
- Principles of coaching, tools and methods
- Coaching for employee engagement, performance and motivation
- The psychology of change and how this applies to you and your employees in business
- Manager as coach and flexing leadership styles
- Using coaching skills to develop your team

### Workshops: Coaching for performance for managers

**Workshop 1:** Friday 1 & Saturday 2 March 2019 - 9:30am to 5.00pm

**Workshop 2:** Friday 22 March 2019 - 9:30am to 5.00pm

**Workshop 3:** Friday 24 May 2019 - 9:30am to 5.00pm

## **Performance Coaching & Assessment**

Delegates will complete 6 hours performance coaching and a 1000-word essay reflecting on their coach practice and use of coaching skills, tools and methods. This is to be submitted within four weeks of programme completion.

Support will be available throughout the programme and a recommended reading list will be provided.

**Please note numbers are strictly limited on this programme – early booking is advised.**

## **Programme Team**

### **Antoinette Moriarty – Programme Director**

Antoinette trained as a psychotherapist in Dublin and at Metanoia Institute, London. She has over 20 years' experience designing and leading professional and executive development for lawyers and other executive leaders. Antoinette is interested in exploring the inter-play between our professional roles and our personal identity. In addition to her private Psychotherapy and Executive Coaching practice ([www.professionaltherapy.ie](http://www.professionaltherapy.ie)), Antoinette leads the Law School Counselling Service and designs the psychological elements of solicitors' training.

### **Isolde Norris – Lead Trainer**

Isolde is an executive coach, coach tutor and coach supervisor. She holds a Masters in Business and Executive Coaching and a Masters in Business Administration. She is an accredited professional coach with the Association for Coaching. With over 25 years' experience working in both large and small organisations, Isolde's career has always involved a strong focus on building effective and high-performing teams in high pace and high change environments. Isolde now coaches' leaders and teams from a diverse range of industry sectors. Her website is [www.koiconsulting.ie](http://www.koiconsulting.ie) and her LinkedIn page is <https://www.linkedin.com/in/isoldenorris/>.

### **Pamela Fay – Lead Trainer**

Pamela is an executive coach, coach tutor and coach supervisor. She holds a Masters in Executive Coaching and a Masters in International Marketing. Accredited by both Ashridge Business School in the UK and the EMCC, Pamela has been coaching for over ten years. Prior to that Pamela worked for Bord Bia and Diageo and had a performance management consulting business. Her practice website is [www.pamelafay.ie](http://www.pamelafay.ie) and her LinkedIn page is <https://www.linkedin.com/in/pamelafay/>.

\*Law Society Finuas Skillnet members

Law Society Finuas Skillnet is co-funded by Skillnet Ireland and member companies. Skillnet Ireland is funded from the National Training Fund through the Department of Education and Skills.



An Roinn Oideachais  
agus Scileanna  
Department of  
Education and Skills

