

Develop Employees' Potential - Leadership Coaching Skills 发展员工潜能——教练型领导力

Learning Objective 学习目标

The course aims to provide organizations the ability to invest in their own people by training leaders as coaches to work directly with employees. It will equip leaders with the key coaching skills of “listening-asking-discerning-feedback” rather than giving direct instructions, helping staff optimize their ability of independent thinking and judgment so as to gain maximum efficiency at work while enhancing greater organizational performance.

The workshop is divided into three stages, 1) Pre-training on-line questionnaire; 2) 2-day workshop training; 3) 4-time peer-coaching exercise within 1 month after training, plus 1on1 mentoring by the certified coach. Through three stages, leaders can appropriately underpin the skills and mindset of coaching leadership, further form an outstanding leadership team and build a winning ‘coaching organization’.

“教练式领导”是欧美近 20 年来最推崇的领导风格，它是一种“尊重—启发—鼓励”的领导模式，能激励员工更自发地投入到工作中，实现从“要我做”到“我要做”的本质转变。本课程目的是帮助企业中高级管理者掌握教练式领导的核心能力，建立新的心智模式及学习以结果为导向的教练式辅导流程，摆脱以往指导式的管理模式，帮助员工提升独立思考与判断的能力，获取他们在工作中的最大效能，带动个人和激励领导力的全面提升，有效地贯彻公司战略，大幅度提升组织绩效。

通过三个阶段的学习，从课前培训教练的访谈帮助学员自我察觉/反思，到两天培训工作坊中理论的扎根和技能的演练及训后一个月内完成 4 次一对一的同伴教练辅导，同时搭配专业认证教练的一对一指导，帮助学员巩固作为教练式领导的心态技能和行为模式，打造卓越非凡的教练型组织和领导团队。

Course Content 课程内容

- Core competencies of a leader; illustration of leadership "approach" and " style "
- Coaching definition, history and core theory
- Coaching leadership style
- Coaching 4 competencies
1) listening 2) asking 3) discerning 4) feedback
- Introduction of 4 coaching steps - GROW model
- Enhancement of performance and engagement
- Coaching lab 1) fishbowl 2) 3-person group
- Launch coaching action plan
- Follow-up Appraisal Meeting
- 领导具备的核心能力，领导力的方式和风格
- 教练定义、起源与核心原理
- 教练式领导力
- 教练模式四能力
1) 聆听 2) 发问 3) 区分 4) 回应
- 教练模式四步骤:GROW 模型
- 提升绩效和敬业度
- 教练实验室 1) 金鱼缸模式 2) 三人小组
- 启动教练辅导计划
- 回训工作坊



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Target Group 参加对象

Managers and team leaders.

经理、主管及团队负责人

Schedule 时间

09:30-17:30 27-28 July 2017

09:30-17:30 2017年07月27-28日

Location 地点

Unit 1903 Leatop Plaza, No. 32 Zhujiang East Road, Tianhe District, Guangzhou 510620

广州市天河区珠江东路32号利通广场1903室, 510620

Training Language 语言

Chinese 中文

Trainer 培训师

Surina Wang

Ms. Surina Wang is an ICF Associate Certified Coach (ACC) and an accredited Evidence-Based Coach by Fielding Graduate University. Surina has been certified to administer assessment tools such as Hogan, DISC and Facet5. She supports SISU's MBA students in Mentor-Mentee program since 2011, assumes the role of ICF Shanghai Chapter Ambassador to promote quality coaching and is a global coach for Coach A (the largest coaching organization in Japan). Surina has accumulated over 20 years of human resources and consulting management related work experience in Greater China region. She participates in the projects with JP Morgan Fleming Taiwan Group, ING Baring Securities, Canadian Imperial Bank of Commerce, UBS, Bank of America and Coca-Cola Taiwan Ltd.

王女士是国际教练联合会(ICF)及美国菲尔丁研究生院循证辅导的认证教练。她是专业心理测评体系 Hogan, DISC, Facet5 等的认证咨询师, 自 2011 年兼任上海外国语大学 MBA 导师项目的顾问; 也是 Coach A (日本最大教练公司) 的全球特约教练。从事外资企业人力资源及咨询顾问相关行业 20 余年, 致力于企业高管教练及教练技术培训工作数年, 专长领域为领导力发展、职业规划及人生导师。王女士曾就职于数家著名的国际金融机构及企业, 全面负责人力资源规划和管理, 包括美国摩根富林明证券、英国 ING 霸菱证券、加拿大帝国银行、瑞士银行、美国银行以及可口可乐台湾分公司。

Training Fee 价格

GCC member: RMB 5,000/seat 会员: 5,000 人民币

Nonmember: RMB 5,500/seat 非会员: 5,500 人民币

Including lecture, course materials, refreshments and lunch 含会务费、资料费、午餐

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