

The Coaching Edge: Elevate Your Leadership Impact



Investing In Your People Starts With Your Managers!

Organisations often talk about investing in their people - but real impact begins with those who lead them every day. People Managers shape culture, performance, engagement and resilience. When they are confident, skilled coaches, teams thrive. When they are unsure, overly directive or inconsistent, performance suffers.

Why This Matters?

Across industries, professional bodies continue to highlight a clear issue: **many People Managers are not fully equipped to lead a multi-generational, culturally diverse and increasingly neurodiverse workforce.**

Some Managers coach instinctively. Others default to delegation, avoidance or rigid instruction.

The result? Underperformance, frustration, escalation to HR, employee disengagement, and lost productivity.

What is The Coaching Edge

The Coaching Edge Programme equips People Managers at any level with a structured, practical coaching approach that drives accountability, performance and growth - **without adding significant time pressure.**

Whether **new to a management role or highly experienced**, this interactive programme sharpens capability and builds confidence.

What the Programme Delivers:

This is **not theory heavy**. It is **experiential, practical and highly interactive**. Managers **work on real scenarios and practice coaching in real time** alongside like-minded professionals. Participants leave with tools they can apply immediately.

Who is this programme for?

Managers at all levels with people management responsibilities who want to:

- **Develop their leadership impact**
- **Improve team performance**
- **Increase accountability**
- **Navigate generational and cultural differences confidently**

"All participants leave with tools they can apply immediately."



The Coaching Edge: Elevate Your Leadership Impact Workshop

This 1-day workshop is designed for Managers, Supervisors and Team Leaders with people management responsibilities, including managing performance, engagement, and development. The practical workshop is ideally suited to being delivered internally to a group of Managers to enhance their skills and knowledge so they can coach their team with confidence.



Pre-Course Preparation: for real-world practical application inclusion.

- Complete a short coaching style self assessment
- Reflect on your top 3 current people management challenges
- Identify one real employee scenario (anonymised)

Core Areas Covered:

- **The Coaching Mindset:** managing vs coaching. When to direct and when to coach. Creating psychological safety. Neurodiversity Awareness.
- **Non-Verbal Communication:** what your body language signals. Micro behaviours that build or damage trust. Identifying disengagement cues.
- **Emotional Intelligence:** self-awareness under pressure. Managing emotional triggers. Responding rather than reacting.
- **Active Listening & Powerful Questioning:** listening to understand - not to respond. Challenging constructively. Avoiding premature advice-giving.
- **Accountability & Ownership:** setting clear expectations. Holding people accountable without micromanaging. Following up with confidence.
- **Positive Reinforcement & Motivation:** Recognition beyond “good job”. Intrinsic vs extrinsic motivators. Reinforcing performance-enhancing behaviours.
- **Using DOTS as a Coaching Tool:** strength-led development. Identifying blockers. Turning development into action.
- **Coaching & Performance Improvement Plans (PIPs):** when coaching is appropriate. When formal performance management is required. Structuring supportive but firm conversations.



Outcomes for Participants:

- Gain **confidence** in structured coaching conversations
- Understand their own **management style**, strengths and blind spots
- Apply **coaching techniques** immediately in the workplace
- Improve **emotional intelligence** and relationship management
- Strengthen **team accountability**
- Support **improved morale** and engagement
- **Reduce** avoidable performance issues
- Contribute to **team efficiency** and outcomes



Outcomes for Organisations:

- **Stronger accountability culture:** clearer expectations, consistent follow-through and ownership at all levels
- **Reduced escalation to HR:** managers equipped to address issues early and confidently
- **Increased Manager confidence:** structured conversations replace avoidance or over-direction
- **Earlier intervention in performance issues:** proactive coaching before formal processes are required
- **Improved engagement & retention:** employees who feel heard, supported and challenged appropriately

Interested to learn more?



When managers coach effectively, performance improves, relationships strengthen, and cultural standards become consistent across all teams.

Contact us to find out more at:



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