

MANAGING OTHER

LEADER AS A COACH

Durasi: **2 hari** (16 jam) | Duration: **2 days** (16 hours)

Menjawab Masalah Apa

Dalam organisasi, pemimpin merupakan seseorang yang diharapkan dapat mempengaruhi individu atau kelompok dalam mencapai sasaran organisasi. Tidak hanya itu, seorang pemimpin yang efektif akan membantu memfasilitasi individu dalam organisasi untuk mencapai sasaran individu yang juga bermanfaat untuk kesuksesan organisasi. Diperlukan peran pemimpin dalam mengembangkan bawahannya, salah satunya lewat metode coaching. Coaching yang dimaksud bukan hanya bermanfaat bagi coachee, namun bagi pemimpin dan juga organisasi.

Pelatihan ini mengupas bagaimana setiap pemimpin menjalankan peran sebagai coach bagi bawahannya. Di samping itu, juga akan dibahas mengenai apa perbedaan coaching dengan metode pengembangan lainnya, serta keterampilan-keterampilan yang harus dimiliki agar bisa menjalankan peran sebagai coach yang ideal dalam organisasi.

Manfaat Apa yang Anda Peroleh

Setelah mengikuti program pelatihan ini, peserta mampu:

- Mengidentifikasi perbedaan berbagai pendekatan pengembangan bawahan.
- Meningkatkan peran pemimpin, terutama dalam menjalankan perannya sebagai coach bagi bawahannya.
- Memahami coaching sebagai sebuah pendekatan yang bisa digunakan pemimpin untuk meningkatkan kinerja bawahan.
- Melatih struktur komunikasi dalam coaching, agar proses coaching berjalan dengan metode yang ideal dan efektif.
- Mengenali keterampilan dasar dalam menciptakan proses coaching yang efektif.

Apa Saya yang Dibahas

- Berbagai pendekatan pengembangan bawahan beserta masing-masing perbedaannya.
- Coaching sebagai sebuah pendekatan untuk meningkatkan kinerja dan mengoptimalkan potensi bawahan.

Problems to Be Addressed

In an organization, a leader is someone who is expected to be able to influence individual or group in achieving the organization's objectives. Not only that, an effective leader will assist in facilitating an individual in the organization to achieve individual's objective which will be beneficial for organization's success. Company needs leader's role in developing the subordinates, as such, by method of coaching. This coaching is not only beneficial for coachee, but also for the leader and the organization.

This program discusses on how leader acts as a coach for his/her subordinates. Also will be discussed, the difference between coaching with other development methods and skills that are needed to be able to act as an ideal coach within the organization.

Objectives

After taking this training program, the participants will be able to:

- Identify the difference in various approaches in developing subordinates.
- Improve the leader's role, especially in acting his/her role as a coach to his/her subordinates.
- Understand that coaching as an approach which may be used by leader to improve his/her subordinates's performances.
- Train communication structure in coaching, so as the coaching process will be implemented with an ideal and effective method.
- Recognize basic skill in creating an effective coaching process.

Subject Covered

- Various approaches on developing subordinates and their differences.
- Coaching as an approach to improve performance and optimize the potential of subordinates.

- Beberapa keterampilan dasar yang harus dikuasai agar pemimpin mampu melakukan coaching secara efektif.
- Coaching model untuk memastikan proses coaching berjalan dengan struktur yang tepat.
- Praktik coaching.

Outline

- Coaching: what & why
- Proses dan teknik dasar coaching (mengajukan pertanyaan)
- Teknik dasar coaching (mendengarkan aktif dan memberi umpan balik)
- Teknik dasar coaching (action learning)
- Praktik coaching

Siapa Yang Perlu Ikut

- Semua pemimpin dan calon pemimpin unit kerja
- Praktisi SDM
- Internal Coach

- Several basic skills which must be mastered by leaders so as to be able to implement coaching effectively.
- Coaching model to ensure that coaching process is implemented with the appropriate structure.
- Coaching practices.

Outline

- Coaching: what & why
- Process and basic techniques of coaching (questions asked)
- Basic techniques of coaching (active listening and offers feedbacks)
- Basic techniques in coaching (actions learning)
- Coaching practices

Who Should Attend

- All leaders and would-be leaders of a working unit
- HRD Practices
- Internal Coach

IDR 6.000.000

