

Essential Coaching Skills for HR Professionals & Line Leaders



Date

**3, 10, 17 & 24
September 2020**

Deadline: 7 August 2020



Join this course!

As a busy leader with HR and/or Functional responsibilities, you constantly face demands that you and your team deliver at its best at all critical junctures. Do you, as a result, often wish to be able to constantly improve your coaching capabilities guide and support your team?



Methodology

- Virtual Instructor Led Training via WebEx
- Four (4) hours per session with 15 minutes break.
- 8 hours practical assignment and exercises
- Group Discussion via Breakout Room

Programme Objectives

- To provide a broad and updated appreciation of the professional field of coaching (including ICF's 2019/21revisions) and other latest developments.
- To prepare participants with and a practical framework to effectively play the role of Leader-as-Coach.
- To acquire skills in the relevant coaching process and methods that will become part of their new and expanded skill-set.
- To provide an outline of powerful coaching strategies for enhancing organizational performance.

Who Should Attend?

- Individuals and teams who are responsible for the Talent development strategies of the organization, especially those tasked with designing the 'new normal' post-pandemic.
- HR Professionals who are responsible for the development of all levels of talent in terms of performance and development in meeting the organization's goals and purpose.
- Line Leaders and managers who are leading high performing teams (whether virtual or intact) and who wish to further enhance engagement and empower their team's performance.
- HR leaders who wish to enhance their capabilities in coaching as a practising skill leading their teams and also engaging with line leaders.
- All leaders who are responsible to produce results through people.

Programme Overview

In these uncertain times, organizations are searching for a new means of kick-starting and sustaining high-performance through impactful human capital delivery. In this new normal, while leveraging digital technologies are a given however, the infinite potential of coaching has emerged as a generative solution which has as yet ‘under-realised’ leverages for talent strategy.

The factors driving coaching solution is its culture-shaping power and numerous benefits of it being ingrained within the organization to shape talent performance and development. For these uncertain times, coaching can help to address the need for enhancing trust and building flexibility and resilience in facing the new challenges, enabling more leaders to adopt a coaching style of leadership, and in the process growing a generative culture to ‘pivot for change’ in the new normal.

However, to be able to leverage coaching effectively in organizations, it is crucial that HR planners and professionals and line leaders first acquire an appreciation and a meaningful, in-depth working knowledge of what coaching is, and it’s processes and techniques as it is not theory but practice-based. As a result, they will be able to apply the skills to produce self-evident and outcome-based results and understand its tremendous potential.

This Workshop ‘Essential Coaching Skills for HR Professionals & Line Leaders’ is designed with the above context in mind.

Programme Outline

3 September 2020

- **Module 1:** Introduction to concept of Leader-As-Coach in Teamwork
- **Module 2:** Framing the Crucial Coaching Conversation Skills for L-A-C roles in high performing teams

10 September 2020

- **Module 3:** How to use Coaching-Client Relationship
- **Module 4:** How to build authentic Coaching Presence

17 September 2020

- **Module 5:** Coaching in-the-flow: Listening Skills
- **Module 6:** Coaching in-the-flow: Questioning Skills

24 September 2020


- **Module 7:** Delivery daily value and impact through leadership coaching
- **Module 8:** Building a Business Case for Coaching in your organisations.

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Programme Leader

HAJI YASIR ABDUL RAHMAN

Haji Yasir Abdul Rahman is the former CEO of Petronas Leadership Centre. He is the Founder and Principal Consultant of YAR People Consulting PLT. He served in Petronas Group in upstream and downstream with a distinguished performance record for over 30 years. As a seasoned HRD and HRM expert he has accumulated >700 hours coaching and mentoring in his former roles and understands deeply the challenges faced by Line Leaders in both functional and project leadership roles and has applied his expertise to the design, development and facilitation of this programme.

As CEO, he has led both the Management Academy and also Technical Institute (INSTEP) and fully appreciates both technical and non-technical challenges and work context especially in challenging environments in Oil & Gas and also the Malaysian Financial Services sector (as an adviser and consultant to 2 large banking groups for >5 years).

He is a Certified Coach (CSFC,CCPC), Certified Coach & Consultant in Constructive Development Framework (IDM, USA), Certified Coach (Dr Peter Szabo Assoc.) and ATD-Certified Performance & Development Professional (CPLP 2012/15). He holds a Masters in HRD (UTM) and Bachelor's degree in Social Science (UM)

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PROGRAMME FEE

STAKEHOLDERS	NON-STAKEHOLDERS
\$ 980.00 (SBS 10%)	\$ 1,150.00

IMPORTANT NOTE

Stakeholders are participants from MOFE, AMBD and all domestic banks in Brunei Darussalam.

TERMS AND CONDITIONS

- Participants are required to have their own devices to access the virtual instructor led training.
- Participants must complete all scheduled sessions and activities for them to receive the certificate of attendance.
- Payment must be made upon receipt of invoice issued by CIBFM.
- CIBFM operates a strict **NO CANCELLATION POLICY** once the receipt of registration has been issued. However, CIBFM will welcome and accept replacements.
- CIBFM reserves the right to amend, change or cancel the programme at any given time. We will immediately notify participants and organisations if any such changes are to be made.