



You as Leader

Crafting Your Own Leadership Style



Do you want to inspire others, support their growth, and achieve better business results in real time through more effective conversations? Coaching skills will give you the essential skills and confidence.

People want feedback and to know how they are doing in real time. This makes sense for companies operating in fast paced and fluid environments. Deloitte, Adobe, Microsoft, Medtronic, Gap, Accenture, G.E. have all moved away from formal performance management reviews, saving millions of business hours in the process. Companies like Facebook, Button, Career Foundry and Sift Science are adapting peer review feedback conversations (HBR, 2016, Irish Times 2015). Managers and team workers need effective communication skills to be successful and to maximise engagement, talent and teamwork. Coaching techniques have proved to be an effective way of bringing these skills into organisations.

“To get the best out of people, we have to believe the best is in there – but how do we know it is, how much is there, and how do we get it out?”

Sir John Whitmore,
Pre-eminent thought leader
in coaching

Taught Modules

- Talent Engagement Essential 
- Coaching skills 
- Professional Development through 360 feedback 
- Giving & Receiving Feedback 
- Effective Conversations Practice Sessions 

Applicants welcome who:

- Want to improve collaboration, and have better conversations 
- Want to engage in personal and professional development 
- Want to help others grow and succeed 
- Place value on practical learning & 360 feedback 

Who should do this course:

This programme is aimed at participants who are managing and leading people, are perhaps transitioning into a management role and co-workers who want to engage in collaborative and feedback conversations with team members and colleagues. The programme is therefore suitable for all levels within a company. It is available through open enrolment or can be delivered on a customised basis for organisations.

What does the course cover:

This short and engaging programme will review the key elements of talent engagement and performance. It will provide you with the tools, techniques and confidence to have coaching conversations with your team, team members and peers in real time on issues that directly improve business performance and the professional development of others.

Each participant will have the opportunity to self-assess and get 360 feedback on their emotional intelligence skills, and how these skills can be utilised for engaging others in better conversations.

The programme will be practice orientated and you will have the opportunity to utilise your coaching techniques with peers, and in your organisation to immediately start realising the benefits of your newly acquired skills under the guidance of professional coaches.

Faculty:

This programme is led by Melissa Sayer, Adjunct Assistant Professor in Professional Development. Melissa is an experienced professional coach with expertise in executive coaching, leadership development and team development in the private and public sector. She has a track record of supporting leaders, managers and teams to improve performance through developing their skills, confidence and focus. She champions people and is passionate about supporting others with their personal growth and development.

Melissa is responsible for the Leadership Development programme on the Trinity MBA and our customised coaching programmes.

Benefits:

- Become a better leader or team member by developing your coaching toolkit.
- Encourage a growth mindset to leadership, collaboration, change and innovation in your organisation.
- Practice sessions guided by professional coaches to provide you with the opportunity to develop your skills with confidence
- Deepening of your self-awareness and professional skills
- Overcome any challenges you have with approaching and delivering tough conversations

“Coaching conversations with peers and coaches allowed us to see where we had room to improve and grow so as to become more beneficial as an employee and as part of a high performing team. It provided us with the opportunity to get to the source of underperformance by generating a culture of feedback and continuous improvement. All this was achieved through a positive, supportive, and non-judgmental environment.”



Joyce Power,
Quality Manager
at HealthBeacon



“Any company who has an interest in driving better conversations, optimising talent potential, and enhancing business results should consider this course.”



Melissa Sayer,
Programme Director,
Trinity Business
School

What participants say:

“Within my organisation, I have had the opportunity to initiate coaching conversations. This has been hugely beneficial in driving change and continuous improvement across internal departments and opening mind sets within the management team. Specifically, I have developed my feedback skills to ensure I consider what I wish the receiver to think, feel and do once they have received the feedback.”

I have found this knowledge invaluable when approaching peer conversations and undertaking performance reviews within my organisation.”



Lauren Mulligan,
Director Kaizen
recruitment



Contact us

Please contact us if you would like to discuss a customised programme for your organisation.

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[www.tcd.ie/business/
executive-education/](http://www.tcd.ie/business/executive-education/)

