



Smurfit Executive Development
UCD Michael Smurfit Graduate Business School

COACHING FOR IMPACT AT WORK



EXECUTIVE
EDUCATION
2023 RANKING

1 IN IRELAND
FOR OPEN ENROLMENT

21 IN EU
FOR OPEN ENROLMENT

35 GLOBALLY
FOR OPEN ENROLMENT

COURSE OVERVIEW

Are you looking to bring out the best in the people around you within your workplace? If so, this invaluable skill-based coaching course is perfect for you. Not only is it a great introduction, but also a solid foundation from which to adopt more advanced coaching techniques.

This new three-day short course is designed for managers and leaders who would like to introduce a coaching style into their world of work. It focuses on the key coaching opportunities at work, that of 1-to-1 coaching and coaching one's team.

This course provides a significant way to develop your coaching skills and the confidence to adopt a coaching approach.

This classroom-based programme provides an invaluable experience when it comes to professional network building and experiential learning. The programme combines academic input from world-class faculty, with practical experience, to produce deep, transferrable coaching skills, readily applicable to today's globalised working environment.

This is an ideal choice for you if you wish to build skills and develop your coaching style to challenge/support individuals within your organisation to reach their full potential.

Start your coaching journey today and reap the benefits of using this skill to guide your team through workplace challenges, improve performance and make strategic career decisions.

Who is this course for?

- Participants who have at least 5 years professional experience;
- Managers / leaders seeking to develop a coaching culture in their organisation; or develop a coaching style of managing/leading;
- Professionals seeking to develop their leadership skills through coaching, to ensure enhanced individual, team and organisational performance;
- Participants from all functions and units within all kinds of companies, ranging from high potentials to experienced technical specialists who have come to leadership positions late in their careers;
- Professionals working in a virtual environment.

Participants will cover a diverse age range. This is because the transition time from individual contributor to leader varies, depending on the organisation or industry. No prior coaching experience is necessary.

OUTCOMES AND BENEFITS

- **Enhance** your coaching ability by gaining an understanding of the various coaching models, latest principles and best practice.
- **Overcome** common challenges such as delivering difficult feedback, in a way that promotes constructive outcomes.
- **Build** your self-awareness through coaching and further your own professional development.
- **Discover** how to define and develop a coaching relationship prior to taking on a coaching opportunity.
- **Learn how to** adapt your style and use assessment tools and techniques to support individual's coaching objectives.
- **Delve into a variety of** schools of thought that UCD Smurfit Executive Development touch on, in its Professional Diploma in Business and Executive Coaching, Team Coaching and Advanced Coaching.

COURSE CONTENT

Define Coaching Conversations

Helping participants shift from a mindset of telling, problem solving and giving advice, to enabling others to have ownership of their challenges and take responsibility for their actions. This involves using an 'ask not tell' approach.

Listening Skills

Learning the art of listening demonstrates to your team, that you are respectful, openminded and genuinely paying attention to their needs. Active listening skills can help you delve into issues at a much deeper level – revealing beliefs, values and limiting assumptions that may be key to unlocking their potential.

GROW Model

This coaching framework is widely used by leaders in meetings and everyday conversations to unlock potential and possibilities, resulting in problem solving, goal setting and performance improvement.

Coaching the Team

Introducing the concept of team coaching will assist those who find themselves working regularly with group of managers or executives. Learning the core skills of team coaching will allow participants to give members of their group the opportunity to stretch beyond their current abilities.

Coach Practice and Feedback with Course Practice Tutors

Through a process of practice and feedback from tutors and peers and supervisors, participants will develop a range of coaching skills and an understanding of coaching cultures in organisations.



Action Learning

Action Learning will form part of the programme to give participants an opportunity to work in small groups on real problems, taking action, and learning as individuals, as a team, and as an organisation. This learning method helps individuals to develop creative, flexible and successful strategies to workplace problems.

APPLICATION INFORMATION

Structure

The course will be delivered over three consecutive days. This course provides a special opportunity to hone your real-time coaching skills. Participants are typically divided into small groups, designed to foster a high level of trust between participants and faculty, thereby creating a powerful and enriching learning environment.

Tuition Fees

The fee of €3,500 or €3,000 (UCD Business Alumni Discount) is a comprehensive cost that includes your tuition, all course related materials (hard and soft copy).

Please note that fees must be paid in advance to secure a place.

To find out more, contact Sinead Mc Aleese on +3537168889 or email sinead.mcaleese1@ucd.ie

Application Procedure

A completed application form and digital photograph are required.

How to Apply

To apply for our coaching short course, please contact Sinead Mc Aleese on +3537168889, email sinead.mcaleese1@ucd.ie or visit www.smurfitschool.ie/executivedevelopment

Further Development

If you are interested in embarking in a deeper transformational educational journey, we encourage you to find out more about our Diplomas in Business & Executive Coaching, Team Coaching and Advanced Coaching programmes. By combining all three, participants are awarded an MSc in Business & Executive Coaching. To find out more, contact Sinead Mc Aleese on +3537168889 or email sinead.mcaleese1@ucd.ie

Customised Option

If you would like to customise this programme for your organisation, UCD faculty and a highly experienced client team would be delighted to partner with you, to create a learning solution directly tied to your organisation's strategic objectives.



FACULTY

Our dedicated team of faculty are widely recognised as skilled educators, ground-breaking researchers and accomplished authors. Through publishing, consulting and teaching they leverage their business expertise and field-based research to deliver programmes, encourage participants to develop new ways of thinking, widen their perspectives and to understand their own challenges and capabilities. The faculty present topics in a range of engaging methods such as 'action learning' projects, case studies, role plays, individual assessment and one on-one coaching, so as to deliver a unique and lasting learning experience.

Our team of experienced coaches have years of experience working with the world's top organisations. As a result, they have become experts in helping organisations embed a coaching culture, where the skills of listening, inquiry and exploration are fundamental. Our coaching faculty work closely with you to help you develop into a stronger leader and help you design a plan of action to work through issues at work, gain clarity on feedback others have given you, make decisions, solve problems, set new goals and achieve them.



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SMURFIT EXECUTIVE DEVELOPMENT

As part of Ireland's leading business school, Smurfit Executive Development programmes are designed to provide the business leaders of today and tomorrow with a transformational experience. We are one of an elite group of schools worldwide to hold triple accreditation from AACSB (US), EQUIS (Europe) and AMBA (UK) and are the only Irish member of the leading international business school alliances CEMS, GNAM and PIM.

UCD Smurfit Executive Development is a member of UNICON, an invitation-only alliance of the world's leading university-based executive education providers. UCD Smurfit Executive Development has been ranked 1st in Ireland, 19th in the EU and 31st in the world for its Open Enrolment programmes according to the prestigious 2022 Financial Times Executive Education Rankings. By offering a world-class range of customised, diploma and open enrolment programmes, Smurfit Executive Development helps executives and their organisations create new opportunities to drive growth and create value.

FT EXECUTIVE
EDUCATION
2023 RANKING

Please note that every effort has been made to ensure the information in this publication is correct. However, details may be subject to change without notice.