



# Creating a Coaching Culture

Creating a Coaching Culture introduces a new approach to line management that significantly improves the performance of the manager and their team.



# Would you like the people you lead to be more:

- 1 self aware?
- 2 responsible for their actions?
- 3 collaborative?
- 4 creative?

**And would you like that to be true across the whole of your organisation?**

Creating a Coaching Culture can drive significant performance improvements by increasing levels of trust, increasing accountability, building stronger relationships and bringing coaching skills into all of your day to day processes and activities.

You will have already experienced the benefit an Executive Coach can bring in specialist and senior roles, and there really is no substitute for that. However each of your leaders can be implementing basic coaching skills in the way they handle 1:1's, team meetings, performance reviews and daily conversations.

Forge Leadership's flagship Creating a Coaching Culture programme can facilitate all of your leaders to start right now in implementing coaching skills in their normal working environment to improve performance and interdependency.

# Creating a Coaching Culture

Creating a Coaching Culture introduces a new approach to line management that significantly improves the performance of the manager who attends the training and the performance of those who work in their team.

### Pre-requisites

People undertaking the programme must be current line managers who have had a recent experience of being coached by a qualified coach.

### Programme Style

The style of the programme is immersive, action orientated and experiential – with significant opportunities to practice and hone skills. It is much more “show and do” rather than “tell and listen”.

### Programme Content

The course introduces the following coaching principles and develops these coaching skills for managers:

### Programme Content

1. Creating a coaching culture  
*Moving to an Interdependent culture where everyone wins*
2. Developing a coaching mindset  
*Moving to a mindset that increases awareness and responsibility and expands the capability and resources of team members*
3. Trust  
*Creating a supportive, blamefree and challenging environment*
4. Active listening  
*Enhancing communication, openness, clarity and partnership*
5. Powerful questioning  
*Empowering and developing team members going beyond the exhibiting issues.*
6. Creating awareness  
*Helping people understand their different personalities*
7. Building responsibility for performance.  
*Moving to an Interdependent culture where everyone wins*

The programme is suitable for a group of up to 10 Line Managers

Week	Day	Session	Topic	Format
Week 1	Day 1	Afternoon	Creating a Coaching Culture	Half Day Face to Face workshop
Week 1	Day 2	Morning	Developing a Coaching Mindset	Half Day Face to Face workshop
Week 1, 2 & 3			Practical Implementation	Practice learning in 1:1 situations.
Week 4	Day 1	Morning	Building Trust	2 Hour Zoom Call
Week 4,5&6			Practical Implementation	Practice learning in 1:1 situations.
Week 7	Day 1	Afternoon	Active Listening	Half Day Face to Face Workshop
Week 7	Day 2	Morning	Powerful Questioning	Half Day Face to Face Workshop
Week 7,8 & 9			Practical Implementation	Practice learning in 1:1 situations.
Week 10	Day 1	Morning	Creating Awareness and Building Responsibility	2 hr Zoom Call
Week 10,11 & 12			Practical Implementation	Practice learning in 1:1 situations.
Week 13	Day 1	Afternoon	Embedding Learning	1:1 Feedback and Coaching



# Benefits of Creating a Coaching Culture:

- embed a coaching style in the whole organisation
- consistency of approach across all line managers
- align culture with the values and purpose of your organisation
- greater agility and speed
- greater levels of trust
- practical, applied, focussed and embedded in your organisation
- brings the benefit of executive coaching at a lower cost and in a sustainable, replicable way

## Creating a Coaching Culture is flexible to your needs.

- run internally in your organisation at a time that suits you
- can scale up to multiple groups of 10 line managers
- Prices start at £400 a person

## Our Team

### Simon

Hi, my name is Simon. I'm passionate about raising up a generation of leaders who are clear about their identity, have a strong sense of belief and a core inner strength that leads them to have extraordinary influence. Before starting Forge, I led Samaritan's Purse UK as Chief Executive from September 2003 to May 2017 after a successful business career in the telecommunications industry, where I was a Senior Manager at a large Telecommunications Company.

I enjoy travelling, having lived in Taiwan in my early twenties and then having the privilege to lead international relief and development projects in many African countries and across the Middle East, Eastern Europe, Central Asia and South East Asia. My strengths are in ideation, developing others, strategic thinking, connecting disparate pieces of the jigsaw and activation. My focus at Forge is on helping other people reach their full potential.



### Ceri

My name is Ceri. Having first trained as a Life Purpose Coach, I have been coaching people in a variety of contexts for almost 10 years. There is nothing more exciting than helping leaders unlock their potential, and see possibilities that had previously alluded them. Married to Simon Harris for over 25 years, I have served in local church leadership, working alongside people of all backgrounds. We have four children moving into adulthood.

I offer a variety of coaching for leaders including transitional coaching, core value coaching, new venture coaching as well as life purpose coaching to people who are working in all spheres of business. In a Christian context I also offer core-gifting coaching and coach and train people to hear from God and help others do the same.



**Reach out for an  
initial conversation**

Call Simon on: **07709451141**

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