



TMS Consulting
**MANAGER AS COACH
PROGRAM**

BECAUSE ALL ORGANISATIONS ARE *human*[®]



TMS MANAGER AS COACH PROGRAM

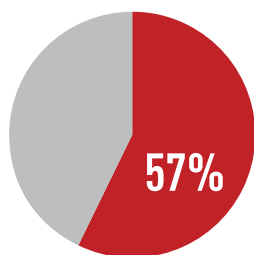
Organisational outcomes are more effective when an organisation is truly able to harness the energy and capability of its people and inspire action. TMS Consulting's Manager as Coach Program equips both leaders and team members at all levels of your organisation with the skills to coach each other to high performance.



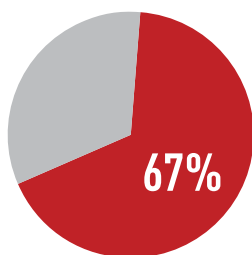
WHY COACHING?

In a time when teams are expected to do more with fewer resources, coaching has been proven to deliver results.

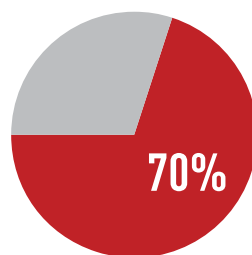
The International Coaching Federation (ICF) conducted a global study and found that effective coaching practices not only increase productivity, time management and work performance, they can also enhance interpersonal effectiveness, improve confidence and self-esteem and the ability to look at things with a balanced perspective.



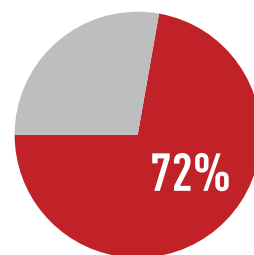
Improved Time Management



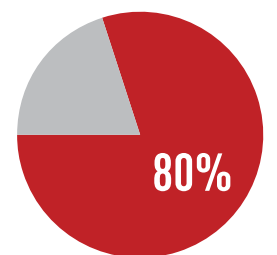
Improved Work/Life Balance



Improved Work/Performance



Improved Communication Skills



Improved Self Confidence

At TMS our coaching philosophy is based on enhancing performance through exploring, and developing ideas through effective communication. As such, the Manager as Coach Program enables a style of operating that is:

- + Hands on
- + Collaborative and supportive
- + Respectful of individual strengths and capabilities
- + Encourages team members to realise potential

PROGRAM FEATURES



3 WORKSHOPS
(HALF DAY)



BASED ON REAL
WORKPLACE
INITIATIVES



FACILITATES PEER
SUPPORT &
NETWORKING



APPLICATION
LEARNING
70:20:10



IN DEPTH COACHING
& COMMUNICATION
TRAINING

BENEFITS OF THE PROGRAM



For Managers and Teams:

- + Helps individuals to empower others to generate solutions
- + Increases confidence to have the conversations that matter
- + Greater ownership and responsibility
- + Greater sense of empowerment and control over work

For the Organisation:

- + Improves relationships between people and across departments
- + Creates a culture of ownership and accountability at all levels of the organisation
- + Allows fuller use of individuals’ talents and potential
- + Demonstrates commitment to individuals and their development
- + Higher organisational performance and productivity

PROGRAM STRUCTURE

The TMS Manager as Coach Program encompasses a modular approach that is flexible, caters for all levels from employees through to senior management, and is available in 3 different tiers – Silver, Gold and Platinum - to cater for different budget requirements:

PROGRAM ELEMENT	SILVER	GOLD	PLATINUM
Pre-program evaluation			Y
Personal Effectiveness workshop	Y	Y	Y
Personal Effectiveness webinar	Y	Y	Y
Fortnightly workplace project status update		Y	Y
Coaching Effectiveness workshop	Y	Y	Y
Coaching Effectiveness webinar	Y	Y	Y
Organisational Effectiveness workshop		Y	Y
Organisational Effectiveness webinar		Y	Y
Post-program evaluation and debrief			Y
Weekly One-on-One coaching call			Y

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10
Pre-Program Assessment	Workshop 1 Personal Effectiveness	Webinar 1	Project Status Update	Workshop 2 Coaching Effectiveness	Webinar 2	Project Status Update	Workshop 3 Organisational Effectiveness	Webinar 3	Post-Program Assessment
Platinum only	All	All	Gold & Platinum	All	All	Gold & Platinum	Gold & Platinum	Gold & Platinum	Platinum only

Workplace Application and Reflection

Peer Support and Networking

1:1 Coaching - Platinum only

WHAT MAKES TMS'S MANAGER AS COACH PROGRAM DIFFERENT?

The modern workplace is fast-paced, high pressured, complex and constantly changing.

Coaching can be an exceptionally powerful skill - for both managers and team members alike – to inspire others to peak performance.

- + Designed and delivered by our expert Consultants, Psychologists and Facilitators, the **Manager as Coach Program** is a series of engaging and experiential half-day workshops, combined with real-world project work that will build your team's skills to communicate with influence, increase productivity, improve employee engagement, transform culture, and overcome sensitive people management issues. It is underpinned by the latest thinking and research in coaching, leadership development, social neuroscience, and organisational behaviour.
- + Most other programs are delivered over one or two full days with no follow-up, progress reports, or real time workplace application. The **TMS Manager as Coach Program** encompasses a modular approach that can be tailored to suit individual and organisational needs, and is delivered over 10 weeks using a blended learning approach with minimal work time interruption.

To find out how our **Manager as Coach Program** can help you achieve high performance, contact us today on 07 3003 1473 or email solutions@tmsconsulting.com.au



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