



GOLDVARG
Consulting Group



COACHING SKILLS FOR MANAGERS

For more information contact: info@goldvargconsulting.com

PROGRAM OBJECTIVES

OBJECTIVES

Coaching Skills for Managers is an interactive and practical program that prepares managers to be more effective coaches. For three days, managers participate in different exercises targeted to practice coaching skills and become more effective at providing feedback and conducting effective coaching conversations with their direct reports.

Managers learn how to:

- Develop trust with employees so people want to collaborate with them
- Identify what motivates their direct reports and align personal with organizational goals
- Prepare to conduct effective conversations about employees 's development needs
- Provide feedback effectively
- Appraise opportunities to provide feedback, identifying “coaching moments”
- Create a learning environment for employees to grow and develop

Managers develop skills to:

- Develop trust with colleagues
- Listen actively
- Be present during conversations
- Ask powerful questions
- Provide feedback
- Create awareness in colleagues
- Design development programs
- Create accountability
- Develop Emotional Intelligence

Format: the program is presented in two consecutive days with a follow up day to share successes and challenges in the implementation of the strategies presented in the first part of the program.

FACILITATOR: DAMIAN GOLDVARG, MCC, ESIA



Damian Goldvarg, Ph.D., Master Certified Coach, is the President of The Goldvarg Consulting Group, a management consulting firm that works with Fortune 100 companies worldwide, as well as with local community based organizations in Los Angeles County, offering services in English, Spanish, and Portuguese.

Dr. Goldvarg has thirty years of consulting experience as a trainer and in developing leaders and empowering people at their workplace. He provides services in: executive coaching, organizational assessment and intervention, leadership training, performance feedback, and group facilitation. He has been training coaches, mentor coaches, and coach supervisors for ten years.

He has worked in more than forty countries and with different levels of management. He was the Global Chair of the International Coach Federation Board of Directors in 2013 and 2014.

He is a recipient of the 2018 Circle of Distinction from the ICF for his global contribution to the coaching profession and the 2019 Supervision Award from EMCC for his contribution to developing Supervision worldwide.

He wrote five books on coaching and has trained hundreds of professional coaches, mentor coaches, and coach supervisors worldwide in English and Spanish.