



Coaching from a Distance

Developing Your Team When You Can't Be Face-to-Face

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Learn, practice and use the right tools and techniques to coach your remote team.

Highlights

- Assess your own strengths and weaknesses as a virtual coach.
- Use the DISC® Profile to plan developmental coaching.
- Implement the virtual coaching model to plan a virtual coaching session that really works.

Key Competences

- Remote coaching skills
- Active listening skills
- Using probing questions
- Adapting your coaching style
- Emotional intelligence
- Managing a virtual team

The Right Programme for You

You are a manager, team leader, senior manager or project manager. Your team is international and geographically dispersed. You want to learn how to coach them effectively from a distance.

Senior Managers

Managers



Learn, Practice and Use

- **Diagnose** the specific kind of coaching that the business situation requires
- **Provide** coaching that supports development, career planning & performance management
- **Develop** critical listening skills—to “hear between the lines”
- **Make** the right connections to foster cohesion and teamwork
- **Compensate** for lack of “face time” and visual cues
- **Learn** how positive psychology and emotional intelligence impact virtual employees
- **Get** ready to assess your own strengths and weaknesses as a remote coach
- **Adapt** your coaching style to different business situations
- **Implement** the Virtual Coaching Model with your team
- **Gather** data to support your coaching initiatives
- **Share** your knowledge and challenges with your peers and MCE's highly experienced faculty

Practical Information

Live Online



4 x 3-hour sessions
€2,295

Available In-Company

The programme is available as an In-Company solution for your teams. More information at mce.eu/inco

mce.eu/coaching for dates, locations and full programme outline

Programme Modules

1

What It Takes to Coach from a Distance

- Assess your strengths and weaknesses as a virtual coach
- Explain the virtual coaching model
- Describe an effective blend of focus on coaching tasks, emotional intelligence, and coaching skills

2

Developmental Coaching

- Demonstrate the ability to utilize the disc® profile to plan developmental coaching sessions
- Demonstrate flexibility in adapting to different styles
- Develop the ability to pay attention to strengths and provide strengths feedback

3

Performance Coaching

- Demonstrate the ability to use the disc® model to determine the priorities of direct reports and others
- Demonstrate flexibility in adapting to different styles
- Summarize the virtual coaching model skills and behaviors

4

Data Gathering for Coaching Virtually

- Describe ways to gather data for virtual coaching
- Create individualized “dashboards” to track the data
- Use the positive/negative (p/n) ratio as a source of data
- Use probing questions
- Identify EI behaviors that require coaching

5

Applying Virtual Coaching Tools and Techniques

- Use the virtual coaching model to plan a virtual coaching session
- Assess your virtual coaching strengths through feedback
- Identify ways to gather data for individuals on your team
- Use a planning template to plan the session

6

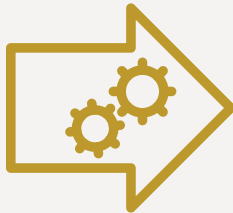
Techniques to Increase Virtual Team Effectiveness

- Define virtual team stages/life cycles and coaching needs
- Define characteristics of effective virtual teams
- Describe ways to build trust at each stage of virtual team development
- Understand team emotional and social intelligence and the implications for team coaching
- Apply team coaching principles to real situations/challenges



Learn

the key business skills and knowledge you need for your management role today and tomorrow



Practice

the skills you learn and get feedback, recommendations and coaching



Use

what you learn and practise as soon as you get back to your office

For more information please contact:



+32 2 543 21 20

@ info@mce.eu

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