

cto

corporate training options

About Us

Our mission at CTO is empowering people through learning that drives lasting growth and organisational success.

With that focus, we provide high-quality, practical training designed to help individuals and organisations build skills, improve performance and adapt to an ever changing business environment.

With experienced trainers and flexible delivery options, CTO provides engaging, results-focused learning designed to strengthen capability and support long-term business success.

*“Hope is NOT a
Development Plan.”*

Coaching for Development

Other Leadership Courses

- Change Management - Leading through Organisational Change
- Building a Committed Workplace
- Strategic Planning
- Learning to Lead
- Team Building
- Excellence in Supervision
- Leading Virtual Teams
- Effective Communication

Skills that Build Teams that Win

Contact Us

We would love to collaborate with you



training@cto.com.au



1300 667 660



www.cto.com.au

*Our trainers are located all across
Australia.*



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Leadership: Coaching for Development

The Challenge

Telling people what to do develops compliance - not capability. Coaching develops thinking, problem-solving, and ownership—but most leaders default to directing because they've never learned to coach effectively. The ability to coach transforms your leadership from solving problems for your team to developing their ability to solve problems themselves, creating sustainable performance improvement.



What you will Learn

- ✓ Understand when to coach versus when to direct
- ✓ Use powerful questioning techniques to develop thinking
- ✓ Conduct development-focused coaching conversations
- ✓ Give feedback that motivates growth, not defensiveness
- ✓ Create development plans that drive real skill building
- ✓ Hold people accountable while maintaining coaching relationships
- ✓ Build a coaching culture within your team

Who should Attend

This program is essential for leaders who want to develop their people rather than just manage their performance. Ideal participants include:

- Managers and team leaders
- HR and L&D professionals
- Leaders with formal coaching responsibilities
- Anyone wanting to develop their coaching capability

Course Delivery

- Online via Microsoft Teams
- Onsite at your Workplace
- Hybrid (combination of both)

Duration

- Full Day Course

Group Sizes

Our prices are based on group sizes and not per person (the more the merrier)

- 1 - 3 trainees
- 4 - 15 trainees
- 16 - 20 trainees

Pre Requisites

None - Open to all

Course Modules

Module 1. The Coaching Leader Mindset

- Why directing creates dependency and coaching creates capability
- The shift from problem-solver to thinking-developer
- What coaching actually is and what it is often confused with
- Honest self-assessment - where do you default to directing when you shouldn't

Module 2. Knowing when to Coach and when to direct

- The situational question. One approach does not fit all
- Reading readiness - skill level, confidence and stakes as decision factors
- The cost of over-directing capable people who need space to grow
- The risk of coaching when clarity, urgency or safety demands direction

Module 3. The art of Powerful Questioning

- Why the quality of your questions determines the quality of thinking you unlock
- Moving from closed, leading questions to genuinely open exploration
- Question sequences that deepen reflection and surface new insight
- Sitting with silence, why discomfort in the pause is where growth happens

Module 4. Conducting Effective coaching conversations

- A practical framework for structuring development conversations
- Creating the conditions where honest, productive dialogue can happen
- Staying curious when you already know the answer and why it matters
- Keeping conversations focused without controlling where they go

Module 5. Giving Feedback that develops rather than Defends

- Why most feedback triggers defensiveness instead of growth
- Separating observation from interpretation and judgement
- Delivering feedback in ways that open people up rather than shut them down
- Following feedback when coaching. Moving from what happened to what's next

Module 6. Creating Development Plans that drive real growth

- The difference between a development plan and a tick-box exercise
- Identifying genuine development priorities not just training course lists
- Co-creating plans with the individual to build ownership and commitment
- Building stretch into development without overwhelming or setting people up to fail

Module 7. Accountability without Damaging the coaching relationship

- Why accountability and coaching are not in conflict - they are complementary
- Holding people to commitments in ways that reinforce, not undermine trust
- Having honest conversations when progress stalls or commitments are broken
- Distinguishing between a coaching problem and a performance problem

Module 8. Building a Coaching culture within your Team

- Why one coaching leader isn't enough. Culture requires collective behaviour
- Modelling the coaching approach so others begin to adopt it naturally
- Creating team norms that reward reflection, learning and honest dialogue
- Measuring the impact of coaching - what to look for beyond the conversation

Empower, Elevate and Engage