

# Coaching for Leaders

master class

## Overview

Organizations are increasingly faced with the need to help their employees develop and improve their performance and interpersonal skills. In this context, coaching aims at helping achieve better results and creating a more attractive workplace. It encompasses personal development and provides meaningful help with team dynamics, innovation and change management, where leadership, vision and talent development play a critical role.

Coaching objectives are manifold: reframing issues, developing the employees' potential through a review of their performance skills, working on soft skills and achieving more focus.

This session will cover topics ranging from:

- leadership coaching (focus on vision, strategy, talent, entourage),
- business coaching (focus on resources),
- competences-focused coaching and talent development.

The session will include a review of some of the key methodologies used in:

- coaching frameworks,
- including appreciative inquiry and strength-based management,
- feedback strategies,
- questiology, functions/competences/interests' reviews, self-assessment, inter alia.

## Benefits to the company/organization

- Guidelines and first-hand tips on performance management and group dynamics that can be immediately applied.
- Tailored responses to day-to-day questions of participants on how to better mentor their teams and balance between manager and coach attitude.
- Comprehensive introduction of coaching to serve as foundation for further more in-depth sessions.

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## Target audience

- Directors
- Line managers
- Head of divisions
- Project managers
- Consultants
- Learning & development professionals
- Human Resources professionals
- Other interested parties

## Learning outcomes

The participants will learn how to:

- frame issues and ask questions
- provide constructive feedback
- find a good balance between performance objectives and personal development

More specifically, participants will gain a better understanding of:

- performance/talent development and team dynamics (soft skills, emotional intelligence),
- rules of coaching and coaching framework.

## Teaching approach

- The course will be both interactive and dynamic.
- This introductory session to coaching will include a presentation on key coaching themes and methods with follow-up discussions in plenary session and in small groups.
- Throughout the session, participants will be given the opportunity to test some of these methods through interactive role-plays.

**Prerequisite (if any):** An open mind & pre-intermediate level of English (B1)

**Language:** English

**Certificate of participation:** Yes

**Duration:** 3 hours

**Course fee AMD:** 60,000

**Dates:** 1st group - January 21 / 2nd group - January 22

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## About Trainer

**Alexandre Huet** is a consultant and a certified coach. He has worked as an investment banking executive for 20+ years in Paris, Moscow, London and New York.

He joined Société Générale Corporate & Investment Banking in 1998 as part of the Structured Commodity Finance group where he worked closely with the largest Russian oil and gas producers. He was then Global Head of the Strategic Acquisition Finance and Advisory & Financing Group, in charge of large corporate acquisition finance and hostile takeovers, as well as capital structure, debt and rating advisory.

Alexandre practices individual and team coaching since 2016 and has been a member of Société Générale's coaching team as one of the key business partners working on coaching and talent/personal development of the bank's staff. His focus is on performance and change management. He has also led award-winning innovation projects involving digital transformation and using design thinking and other collaborative techniques. Prior to investment banking, Alexandre conducted research on transition economies and more specifically on the energy independence of former Soviet Union states. A graduate from Sciences Po Paris, the Paris II Panthéon Sorbonne University and the Fletcher School Law and Diplomacy (Tufts University, Boston), he also worked on various assignments for the French Ministry of Foreign Affairs.



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