rohei

Relational Coaching

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Today's evolving workplace landscape is marked by unprecedented levels of uncertainty and change. As leaders navigate these challenges alongside their people, the focus often shifts heavily toward tasks and outcomes—sometimes at the expense of connection. Over time, this can create a disconnect in how leaders support their people's growth, emotions, and day-to-day experiences at work.

Relational Coaching is designed to equip leaders with a coaching mindset and relational skills that bring out the best in their people. Through immersive practice and guided reflection, participants will gain practical coaching tools that enable deeper engagement, stronger team relationships, and improved performance outcomes. By becoming more attuned in their conversations, managers will be able to lead more meaningfully.

What You Will Learn

This programme has been specially designed for you to:

- Understand the role of a Manager-Coach
- Discover the Heartset of a Relatable Manager
- Enhance core skills of questions and listening as a Coach
- Learn a structure for intentional coaching conversations
- Practise and receive feedback on coaching techniques
- Develop personal action plan to apply coaching at work

How You Will Benefit

When you apply what you have learned back at work, you will:

- Gain confidence to coach by applying coaching skills and using a structured coaching approach
- Improve your team's performance by coaching individuals more effectively
- Have better and more meaningful conversations at the workplace

Who this is for

- Mid to senior-level managers leading individuals or teams
- Managers balancing delivery demands, people leadership, and stakeholder pressure

Programme at a Glance

Duration: 2 Days (16 hrs Workshop)

Day 1

Session 1: Foundations of Coaching and the Manager-Coach Mindset

- Determine what coaching is and what it is not
- Position coaching in the context of modern leadership demands.

Session 2: The heartset of relatable leadership

- Identify common objections to coaching
- Explore Relatable Leadership through a guided practice with ROHEI's proprietary framework
- Engage in skills practice

Session 3: Questioning for insight and solutions

- Apply the Five Levels Model for solution-focused questioning
- Evaluate how question quality drives conversation quality

Day 2

Session 4: Attentive listening in coaching conversations

- Utilize the Attentive Listening Model
- Practice listening for understanding and empathy
- Engage in skills practice

Session 5: Intentional coaching for performance and development

- Maintain a coach-like mindset with a clear structure
- Navigate the Coaching Conversation Framework
- Create a Coaching Development Plan

Session 6: Integration and sustained practice

- Apply coaching to real workplace challenges
- Integrate key coaching skills
- Review personal feedback from skills practice
- Finalize a personal action plan to apply coaching at work

Get in touch with us

Inspire your leaders and give them the support
they need to be relational coaches.

Contact Us

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