

The Coaching Leader

Where Leadership Meets the Power of Coaching
One-Day Leadership Development Program
for Senior Managers



FACILITATOR

Nadia Sayeed

Senior Consultant, Corporate Trainer & Coach
Executive Presence, Leadership &
Communication Specialist



Date: 11 November 2026



Venue: Karachi



Time: 0900 — 1700 Hours

Learning Objectives

By the end of the session, participants will be able to:

- Shift from managing performance to developing people
- Use coaching as a leadership approach rather than simply giving advice
- Ask powerful questions that create ownership and accountability
- Listen actively and identify the real issue behind performance challenges
- Deliver constructive feedback without damaging trust
- Conduct effective coaching conversations with high performers and struggling employees
- Build a culture of continuous learning and accountability

Training Agenda

Session	Key Focus
Opening: From Manager to Coaching Leader	Leadership mindset, expectations, coaching vs. Managing
The Coaching Mindset	Telling vs. asking, ownership, trust, psychological safety
The Art of Powerful Questions	Open questions, curiosity, challenging assumptions, creating insight
Listen Like a Coach	Active listening, probing, paraphrasing, reading verbal/non-verbal cues
The Coaching Conversation Framework	A practical step-by-step model for coaching conversations
Coaching for Performance & Accountability	Underperformance, ownership, difficult conversations
Feedback That Develops People	Feedforward, SBI-style feedback, balancing challenge and support
Senior Manager Coaching Lab	Real-life scenarios, triad role plays, peer feedback
Personal Coaching Commitment	Individual action plan and next steps

Coaching Framework

The GROW model:

G: Goal – What do you want to achieve?

R: Reality – What is happening now?

O: Options – What could you do differently?

W: Way Forward – What will you do, and by when?

Helping people think, rather than immediately solving the problem for them.

Who should attend

Senior Managers, Heads of Department, Functional Heads, General Managers, Department Managers and experienced People Leaders responsible for building capability, improving performance and developing others.

Program Details

Module 1: From Manager to Coaching Lead

Help leaders understand why coaching is becoming an essential leadership capability and identify the shift from being a problem solver to a people developer.

- The changing role of the senior manager
- Manager vs. coach vs. mentor
- The "Tell-Solve - Control" leadership trap
- Moving from dependency to ownership
- When to coach and when to direct
- The business impact of effective coaching

Key Takeaway: "Your success as a leader is ultimately measured by the capability you build in others."

Module 2: The Coaching Mindset

Develop the mindset required to coach effectively, particularly when leaders are under pressure to deliver results.

- Coaching with curiosity rather than judgment
- Trust and psychological safety
- Believing that people can find solutions
- Balancing support and challenge
- Managing your own assumptions and biases
- Creating ownership instead of compliance

The Mindset Shift

Traditional Management	Coaching Leadership
"Let me tell you what to do."	"What do you think you should do?"
Solves problems	Develops problem-solvers
Focuses on the immediate issue	Develops long-term capability
Gives answers	Creates insight
Drives compliance	Builds ownership

Module 3: The Art of Powerful Questions

Enable leaders to use questions that stimulate thinking, accountability and better decision-making.

- Characteristics of powerful coaching questions
- Open vs. closed questions
- Questions that create awareness
- Questions that challenge assumptions
- Questions that encourage ownership
- Avoiding leading, judgmental and interrogative questions

Question Makeover: Transform typical managerial statements into powerful coaching questions.

Module 4: Listen Like a Coach

Develop the ability to listen beyond the words and understand what is really driving an employee's situation.

- Listening to understand vs. listening to respond
- Active listening
- Paraphrasing and summarizing
- Probing and clarifying
- Identifying emotions and assumptions
- Reading tone and non-verbal signals
- The power of silence
- Avoiding the urge to immediately advise

Module 5: The Coaching Conversation

Give managers a simple, repeatable structure for conducting effective coaching conversations.

Framework: GROW

G: Goal

- What do you want to achieve?
- What would a successful outcome look like?

R: Reality

- What is happening currently?
- What is getting in the way?
- What have you tried?

O: Options

- What could you do?
- What alternatives do you have?
- What would you advise someone else in this situation?

W: Way Forward

- What will you do?
- By when?
- What support do you need?
- How will you measure progress?

Module 6: Coaching for Performance & Accountability

Help senior managers coach employees through performance challenges without turning every conversation into a directive or disciplinary discussion.

- Coaching vs. performance management
- Diagnosing the real performance issue
- Capability vs. motivation
- Addressing avoidance and excuses
- Creating accountability
- Setting clear expectations
- Following up on commitments

Module 7: Feedback That Develops People

Teach leaders to give feedback that improves performance while preserving trust and relationships.

- Feedback vs. criticism
- Why managers avoid difficult feedback
- Positive and developmental feedback
- Specific vs. vague feedback
- Behaviour vs. personality
- Feedforward
- Receiving feedback as a leader

Practical Framework: SBI

Situation: When/where did it happen?

Behaviour: What specifically did the person do?

Impact: What was the result or impact?

Module 8: The Senior Manager Coaching Lab

Integrate learning into realistic leadership situations.

Module 9: From Training to Leadership Habit

Personal Action Plan

- 1 person I need to coach: Who?
- 1 behaviour I need to change: What?
- 1 coaching conversation I will have: When?
- 3 questions I will use: What?
- 1 behaviour I will stop: What?
- 1 behaviour I will start: What?

Closing Reflection

"If I stopped solving my team's problems tomorrow, what capability would I need to build in them so they could solve those problems themselves?"

Training Outcomes

- 1. Think like a coach:**
Shift from giving answers to developing thinking.
- 2. Ask better questions:**
Use questions to create insight and ownership.
- 3. Listen differently:**
Understand the issue before jumping to solutions.
- 4. Have better conversations:**
Coach performance, potential and difficult situations.
- 5. Build accountability:**
Turn conversations into clear commitments and action.

Program Philosophy

Don't make managers better problem-solvers. Make them better people-developers.TT

Key Leadership Message

"A manager gives answers. A coaching leader develops people who can find better answers themselves."

Final reflection

"Who on my team needs less advice from me and better questions?"

Facilitator



Nadia Sayeed

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Nadia Sayeed is an accomplished business professional, leadership facilitator and Korn Ferry Certified Coach, with over 26 years of academic experience at IBA and two decades of corporate training experience. As a senior trainer associated with IBA's Centre for Executive Education and Learning Minds, she has worked with leaders and professionals across multinational corporations, banks, public sector organizations and NGOs.

Her expertise spans leadership development, executive coaching and mentoring, managerial communication, assertive communication, workplace diversity and inclusion, and women's leadership and empowerment. She has also worked as a consultant with leading organizations, supporting leadership and culture development initiatives.

Known for creating highly engaging and customized learning experiences, Nadia helps professionals strengthen self-awareness, communicate with greater impact, coach and develop others, and lead with confidence.

Registration Details

REGULAR FEE

PKR 55,000

PER PARTICIPANT + SST

Fee Includes:

Learning material, lunch, refreshments, business networking opportunities, and a certificate of participation.

10% discount on a group of 3 or more participants

For Registration(s)

send us your **Name, Designation, E-mail, Mobile Number and CNIC** to **events@learningmindsgroup.com**

For further information please contact

Talha Shabbir

Phone: 0321-8747595

events@learningmindsgroup.com

Cancellation Policy:

Cancellations made within 7 working days of the workshop are non-refundable. All cancellations must be submitted via email. Substitutions, however, are welcome at any time.

Interested in a customized in-house workshop for your organization?

Email us at **talha.s@learningmindsgroup.com** to explore the possibilities.