



## Solution Focused Coaching Skills for Managers

*A Method for Enhancing Psychological Capital in the Workplace*

“To be built to last, you have to be built to change.”

- Jim Collins, Author of *Built to Last*

### Workshop Overview

Solution focused coaching unleashes peoples talent, creativity and enhances their ability to address problems. The approach is proven to undo the cardiovascular after effects of negative emotions (i.e. ‘stress’) both within the coach and coachee. The exciting news is that you can learn the powerful, flexible and adaptable tools used within solution focused coaching and you can integrate them into your current approach to enhance its effectiveness. The approach allows you to open up the land of possibilities while remaining focused on outcomes, goals and performance.

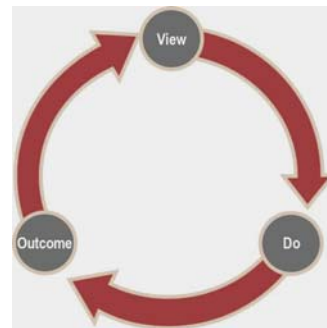
### Coaching for Employee Engagement



### Why Solution Focused Coaching?

**Solution Focused Coaching** assists business leaders to build coaching mastery by practicing and integrating skills at every level of corporate engagement.

This coaching leadership approach seamlessly integrates into day-to-day business conversations, creating motivation, team alignment, confidence and effective long-term thinking. This coaching methodology creates a transformational shift in business perspective that opens new opportunities and paths of action.



**The outcomes you get come from what you do. In turn, what you do is based on how you view the world around you – your “paradigm.” When your paradigms are inline with what works best for you, you will be operating at your optimal level and experience better outcomes.**

### During the programme you will:

- Practice with the solution focused toolkit
  - Explore the science behind positive psychology
  - Learn the insights and business case behind solution focused coaching
  - Experience greater results with less effort/time
  - Study videos of solution focused coaching in action
  - Develop, sustain and renew your coaching effectiveness.
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## Solution Focused Coaching

Empirically Validated Interventions  
Proven To Enhance:

- 🔄 Leadership Skills
- 🔄 Relationship Management
- 🔄 Engagement & Commitment
- 🔄 Performance and Productivity
- 🔄 Optimism
- 🔄 Resilience
- 🔄 Trust and Credibility
- 🔄 Self-actualisation
- 🔄 Work-life Balance
- 🔄 Poise under Pressure
- 🔄 Achievement and Fulfillment
- 🔄 Focus
- 🔄 Creativity



**Right People**

**Talent Unleashed**

**High EQ Teams**

**Authentic Leaders**

**Culture of Trust**

**..... GREATNESS**

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### Challenge:

How do you get your employees to remain engaged during times of change and unpredictability?

During times of change employees often disengage, feeling a sense of “learned helplessness” - a psychological condition in which people act helpless, even when they have the power to change.

**Give every individual in your organisation the solution focus and tools they need to take a positive approach to change.**