



# The manager as coach and consultant

## Seminar objective

In a dynamic environment, the understanding of leadership and the demands placed on managers are also evolving: toward becoming coaches and advisors to teams and employees. Coaching is becoming more important because human and organizational problems in the business context are becoming more individual and complex. Teams have to find their own ways, and managers can act as advisors in this process. In high-performance teams, the boss becomes the coach.

## Seminar content

### Coaching as a management tool:

- Why is the role of the coach becoming increasingly important in modern companies?
- What are the characteristics of a coach?
- How does a manager develop into a coach?
- Coaching as targeted further development of the employee
- Coaching as support for the achievement of goals
- The coach helps and encourages his employees to learn and take risks
- The coach conveys genuine concern and interest to his employees

### Methods:

- The coach as a role model for employees who want to further develop their talents, knowledge and inner attitude
- Appreciative leadership behavior: Attention, attention and support as central tasks of the coach
- How does the coach achieve a high level of self-confidence and willingness to cooperate among employees?
- Increasing customer orientation through coaching

### Coaching for teams:

- The coach as a consultant for conflicts and employee problems.
- Why do successful teams need a coach as a facilitator?
- Accompanying change processes through coaching
- Increasing innovation processes through coaching
- Communication techniques in coaching conversations: team coaching

## Methodology

Example exercises Supervision Trainer input Case studies Simulation of everyday situations Exchange of experiences and discussion

## Target audience

The seminar the manager as coach and consultant is aimed at managers who would like to be more pro-active in their role and would like to support their employees in achieving top performance.

### Course ref.

F2011

### Participants

not more than 9 participants

### Schedule

1. Day: 10:00 - 17:00  
2. Day: 09:30 - 16:00

### Location & dates

#### Münster

04.12.2025 – 05.12.2025  
23.03.2026 – 24.03.2026  
03.12.2026 – 04.12.2026

#### Hamburg

19.06.2025 – 20.06.2025  
08.09.2025 – 09.09.2025  
18.06.2026 – 19.06.2026  
07.09.2026 – 08.09.2026

#### Stuttgart

17.11.2025 – 18.11.2025  
16.11.2026 – 17.11.2026

### Fee

1.200,00 € (ex. VAT)  
1.428,00 € (inc. VAT)

Included in the price: Working documents, certificate of participation, lunch and coffee breaks.



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### 2. Teilnehmer

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