

KoEN MACAM

Manager-As-A-Coach-As-A-Mindset

Objectives

Build a Coaching Culture

Develop Second in line leaders

Cultivate a Management style conducive to new business realities

Equip managers to leverage coaching as a leadership tool

Outcomes

Managers equipped to lead the new generation teams with hands-off, self-regulating and empowering style

Increased future orientation & agility leveraging intrinsic motivation & feedback

Shift from "Command and Control" to a non-directive growth mindset

Self-sustaining internal capabilities

Time Investment

Batch Workshop: 2+2 Days.

Action Learning & Coaching: 24 -36 Weeks



[#PerformanceEnablement](#) [#EmpoweredSuccession](#)
[#AgileMindset](#) [#SelfOrganisingTeams](#)

Future is past due and organisations are lagging behind in catching up with the multiple new generations of the workforce. If managing and motivating people was difficult, it is even more elusive now. Add to this scenario the rapidly changing world and global teams, and the mix becomes interesting. One clear writing on the wall is that the command and tell approaches no longer work. Developmental conversations will be leading to growth-driven performance for the individuals, teams and eventually organisations.

MaCaM is a unique program that works on transforming the mindset of Managers through learning the art of feedback, empathy, motivation and specifically non-directive coaching. Anchored in top studies on culture change management and Coaching, it embeds conceptual AND experiential learning. Rooted in real-life scenarios and success parameters developed with the hosting organisation.

For an Organisation prepared to invest in this radical cultural transformation, *MaCaM* provides self-sustaining, internal-led processes and structures. Beyond the immediate ease of work and decreased attrition, it assures dynamic teams and market leadership in the long term.

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