THINK productive

Coaching to Empower

Discover the power of coaching to engage and empower your team.

Coaching to Empower: Ignite Performance & Build Trust

In today's dynamic work environment, how do you turn good into great? It won't happen by accident, but it's not just about instructing; it's about actively and deliberately coaching to empower.

During this half-day workshop, you'll learn how to harness your unique coaching style to create a culture of high performance, trust, and safety within your team. You'll discover how to increase responsibility, self-awareness and self-belief in your people.

A fully customisable session

We recommend:

In-person or online | 3hrs | Up to 20 people

What you'll learn & do

This workshop empowers your teams to:

- Evaluate your own coaching competency and identify the skills of a great coach
- Use reflective listening to facilitate conversations and get to the root cause of issues
- Know when to "help" in problem-solving, and what that actually looks like done well
- Ensure real ownership by letting people decide their own solution for implementation
- Explore how AI can strengthen coaching conversations with sharper, more insightful questions

94% of participants would recommend our workshops

Who is this workshop for?

- Anyone who works with or leads other people Managers whose team keeps bringing them problems to solve, rather than solving them together
- Leaders shifting from directing to enabling, without losing pace or accountability
- Anyone wanting practical coaching skills, not a formal coaching qualification

What this workshop offers

- **Built around your own style.** Not a script to follow, a way to harness the coaching style you already have.
- **Learning that lasts.** Every participant gets access to the Productivity Ninja® Academy.
- **A format that fits.** 3 hours, in person or live online, for up to 20 people.
- **AI as an ally.** Practical ways AI can help clarify problems, generate insightful questions and support more reflective coaching conversations.

What you'll do

You'll start by evaluating your own coaching competency honestly, understanding the specific skills that make coaching effective rather than just well-intentioned. From there, you'll practice reflective listening, learning to facilitate conversations that get to the root of an issue instead of jumping straight to a fix.

You'll also work through when to genuinely help someone problem-solve, and when helping actually gets in the way of them owning the solution themselves. Real scenarios and light, optional role-play give you a chance to practice before you need it back at work. You'll leave with an action and accountability plan, so the shift in how you lead doesn't fade once the session ends.

What happens when coaching works

When teams learn to communicate with intention, everything changes:

- People bring solutions, not just problems, because they've learned to think it through first
- Teams build real self-belief and ownership, instead of leaning on the manager for every answer
- Managers get time back, because they're not the bottleneck for every decision
- Trust grows, because people feel genuinely supported and challenged, not managed
- Capability spreads across the team, instead of staying concentrated at the top

PQShield

"I've learnt to listen more and not try to find solutions too quickly."

Errol Sloman

Benefits & Results

The most immediate benefit is capacity: managers get time back because they're no longer the bottleneck for every decision. But the deeper shift is in the team itself. Once people are coached instead of told, they start bringing solutions instead of just problems, and ownership spreads instead of staying stuck at the top.

What your organization gets

Managers who lead through coaching, not just direction. Teams with more self-belief, more ownership, and less dependency on one person having all the answers.

The results

97% of participants rated the session 4 or 5 out of 5 stars

Uni of Portsmouth

”I really like the next step plan, it helps me actually use the training rather than forget it.”

Workshop participant

Why it matters

Coaching gets talked about as a leadership nicety, when it’s actually the difference between a team that thinks for itself and one that waits to be told.

- Managers default to solving problems for people, because it feels faster in the moment, even though it keeps the team dependent
- Without reflective listening, conversations jump straight to fixes instead of finding the real, root cause
- People aren’t given real ownership of solutions, so accountability never quite sticks

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“This really brought me out of my comfort zone. The workshops were really beneficial to put the theory in to practice. It was really interesting to see difference between coaching and being a line manager.”

Workshop participant

Sumitomo Europe

Your workshop. Your way.

We recommend a **3-hour** workshop for a team of up to **20 people**, but like all our workshops, it can also be tailored to your exact needs.

Available options:

Formats

In-person, Online

Group size

Recommended: up to 20 people | Speak to us about larger groups

Duration

Recommended: 3 hours