

The Coaching Leader

Growing People Who Get Better — With You and Without You

Help managers stop being the answer machine and start developing people who think, decide, and grow with greater ownership.

LEVEL

Lead Others

FORMAT

Half-Day Workshop

BEST FOR

Managers, experienced individual contributors turned leader, and team leads developing their people

THE BUSINESS PROBLEM

Most managers were promoted because they had the answers — the expert, the reliable problem-solver, the one everyone came to. So their people keep coming. Every question routes back to them, and they solve it, because they can and because being needed feels good.

The hidden cost is that they have become their team's answer machine: capable people stop thinking, stop bringing ideas, and learn to wait for the boss's solution. The leader is exhausted and the team is dependent. The Coaching Leader teaches the manager-as-coach — so leaders grow people who think for themselves and perform whether the leader is in the room or not. The core premise: telling creates dependence; asking builds capability.

BEST FOR

- ▶ Managers who have become the bottleneck for thinking — the expert whose team brings them every problem to solve
- ▶ Experienced individual contributors turned leader — whose instinct to have the answer now caps the people they lead
- ▶ Any leader developing their people who wants a repeatable way to grow capability through everyday conversation
- ▶ HR and L&D teams building manager coaching capability
- ▶ Organizations that want stronger independent thinking and less dependency

WHAT PARTICIPANTS WILL LEARN

- ▶ Recognize the answer-machine trap and make the shift from expert to coach
- ▶ Move deliberately along the Coaching Continuum from telling to empowering
- ▶ Run a structured coaching conversation using the COACH model
- ▶ Ask powerful questions and install the Question-First habit
- ▶ Choose deliberately between coaching, directing, and teaching — and build a coaching cadence with a real team member

SIGNATURE FRAMEWORKS

- **The Coaching Continuum** — The stance that moves a leader from dependence to capability: Tell → Suggest → Ask → Empower.
- **The COACH Conversation** — Anchor framework — a repeatable five-step conversation: Contract → Open Questions → Assess Reality → Co-create Options → Hand Off Ownership.
- **The Question-First Habit** — Anchor framework — the keystone everyday habit: before you answer anything, ask one question back.
- **Direct, Teach, or Coach** — A judgment filter for the moment: direct when stakes are high, teach when the knowledge is missing, coach when the person can think it through.
- **The Success Path** — The stage spine you earn one step at a time: Shift → Structure → Sustain.

EXPECTED OUTCOMES

- ▶ Stop rescuing problems the team could solve — and reclaim your own time
- ▶ Ask a question before giving an answer, by default
- ▶ Build people's thinking instead of manufacturing dependency
- ▶ Match the moment — coach, direct, or teach — instead of always telling
- ▶ Grow a team that performs whether or not you're in the room

DELIVERY OPTIONS

- 90-minute leadership briefing
- Half-day workshop
- Full-day intensive
- Multi-week cohort
- Private team training

TAKE THE NEXT STEP

For individuals: Register for an upcoming public class.

For teams: Bring this program in-house as a private workshop or cohort.

SCAN TO GET STARTED

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