

## UNIVERSITY OF LIVERPOOL

Effective Leadership Series:  
Coaching in Leadership.



### At a glance

#### Features

- How to use coaching to improve engagement
- Demonstrate emotional intelligence in leadership
- Collective approach in leadership style
- Inclusive leadership practice

#### Benefits

- More effective communications techniques
- Practical methods for managing behaviours
- Positive impact on influencing team culture
- Inclusive approach to staff development



*"These sessions are an integral and highly valued aspect of our Effective Leadership Series and Lizz has worked hard to ensure the changing needs of participants have been met as working patterns have evolved. I believe that their success is down to Lizz's solid understanding of senior leadership in a Higher Education environment, and both her extensive expertise and practical experience in the field of coaching."*

#### Mary Moran

Head of OD, Equality & Engagement

### Objectives

To support the senior leadership strategic development plan, The University of Liverpool's Organisational Development Team at The Academy approached us to design an interactive masterclass on the use of a Coaching Approach in Leadership. We have been running these sessions for nearly 5 years, and delivered to over 100 senior leaders at the University.

### Our intervention

A coaching style of leadership remains at the heart of the University's leadership development strategy, and The Academy encourages all leaders on their various leadership programmes to attend this workshop. Using the key themes and models of Coaching Theory and Practice, Lizz developed this masterclass as a means of introducing an inclusive, impactful and solutions-based approach to leadership.

Post-Covid and to meet the changing needs of attendees from across various campus locations, this masterclass has now developed into a hybrid model of delivery with a series of pre-work videos; live presentations and online review sessions with an equal balance of theory and practice.

### Impacts

#### Impact One

Provide delegates with the necessary understanding of Coaching theory, skills and behaviours to enhance their Leadership practice.

#### Impact Two

Help attendees to recognise contexts and situations which would lend themselves to a coaching-style approach.

#### Impact Three

Consider the wider context of a coaching culture within their individual areas of operation, and how they can impact upon this.

#### Impact Four

Provide opportunities to test their new coaching skills with peer feedback and review.