

Training Title	Build a Team That Doesn't Need You Ask, Don't Tell: Leading Through Coaching
Trainer	<i>Lina Nasser Chawki</i>
Date & Time	Date: July 21, 2026 Time: 10:00 AM – 2:00 PM
Venue	Lebanese Training Center – Sanayeh - CCIAB Bldg. -6 TH Floor
Target Audience	Business owners, supervisors, team leaders, middle managers, and newly promoted managers from SMEs across different industries.
Outline	<i>This workshop treats coaching not as a formal profession but as a practical daily leadership habit: the discipline of asking rather than telling, so that teams develop the ownership and capability to think and decide for themselves.</i> • Session 1: The Telling Trap-Self-diagnosis: understanding your coaching vs. telling ratio • Session 2: The Coaching Mindset -shifting from expert to enabler; what coaching leadership is and is not • Session 3: The GROW Coaching Conversation -framework, live demonstration, and paired practice on real team situations • Session 4: Powerful Questions That Unlock Thinking- the 12 coaching questions every manager should know; question roulette practice • Session 5: Lebanese SME Coaching Scenarios -three real-context role-plays (the dependent team, the resistant expert, the disengaged performer)
Learning Outcomes	• Identify the personal coaching vs. telling ratio and recognise the cost of over-directing • Apply the GROW coaching conversation model to any real team situation • Use at least six powerful coaching questions from memory in everyday management conversations • Run a coaching conversation that builds accountability without creating pressure or dependency • Commit to three specific coaching conversations in the next seven days, with named people and opening questions written • Leave with a peer accountability partner and a concrete 30-day follow-up structure