

Coaching Skills Programme

How sponsors and attendees benefit

- Create the right environment for high performance
- Turn every situation into an opportunity to gain and improve

Much confusion and mystery surrounds Coaching at work. This programme demystifies coaching and gives managers the skills and knowledge to begin effectively and genuinely coaching their people.

Immediately managers will improve staff motivation, increase the value of their people to the business and maximise ROI for future training and skills acquisition.

Effectively coaching teams and individuals will improve not only team output but increase managers capacity to work more proactively and strategically.

“Coaching is without doubt, the No.1 skill needed to turn managers into leaders.” Paul D’Arcy

“Very beneficial. I feel that I can use the coaching methods to get my direct reports to reach their potential and the methods learned will allow me to do that. I learned a lot from the course and I’m leaving it with a more positive outlook on providing leadership to my team”

Cathy Mason IT Manager

More details...

This course is designed specifically to give managers the skills needed to get better performance from their people, quantitatively and qualitatively.

Understand what motivates people, and learn easy to apply skills to gain commitment and increase productivity.

Side benefits will include

- Raise quality of work
- Reduce absenteeism
- Increase retention
- Attract the best people
- Get more creativity

This workshop will help you to become an effective coach to members of your team.

The learning objectives include:

- Benefits of coaching
- Ensuring the success of a coaching programme.
- The skills needed to become an effective coach
- Questioning skills and giving feedback.
- Listening skills
- Assess your coaching skills
- Programme for coaching skills development.
- Motivation, rewards and recognition strategies

- Preferred learning styles and taking these into account when helping staff to develop
- Follow up sessions to ensure continuous improvement
- Structure a coaching session.
- Understand the nature of the coaching relationship and the roles and responsibilities of both coach and client Be able to practise and refine your training and your coaching skills in a safe environment.
- Have an opportunity to receive feedback from the trainer and your colleagues, based on objective criteria and therefore to maximise your own performance using these criteria as a guide.
- Have an opportunity to see different training and coaching styles and personalities in operation and practice giving and receiving non-evaluatory feedback to others.
- In addition participants will have devised an action plan to assist them in transferring this knowledge back to the workplace.

Format is a mixture of:

- Theory
- Group discussions
- Exploration of practical and relevant issues
- Development of Action Plans
- Experiential activities
- Post attendance work
- Pre and Post Course work options
- Post attendance Tutor support
- Individual and Group activities
- Personal Action Planning
- Follow up support options
- OPTIONAL: Motivational Audit

Relevant audience:

- Senior Managers
- Team Leaders
- Supervisors
- First Time supervisors
- Business owners

Timing: 1 or 2 days

Numbers: 5-50 Open courses or exclusive to client organisation only