

# Coaching For Results (1) days

## Overview

In today's rapidly changing business climate, coaching is an essential management skill. Managers need to use a variety of coaching skills and approaches to work effectively with individuals and teams to deliver business results.

Managers often find this one of the most challenging parts of their job. On this one-day workshop, participants will learn the latest essential tools and techniques required to work as an inspirational coach.

## Who Should Attend?

Managers and supervisors who are responsible for developing people in job-related skills within the workplace, in order to unlock their potential.

## Outcomes

By the end of this course you will be able to:

- Understand the central role of the coach as a thinking partner and a developer of others.
- Employ the latest coaching models and approaches to prepare structure and conduct effective coaching meetings.
- Utilise the skills of "instant coaching" and "extended coaching".
- Recognise when it is beneficial to use directional and non directional coaching.
- Exploit a variety of work situations as an opportunity to coach and raise standards.
- Inspire the learner with motivational objectives and the ability to measure your effectiveness as a coach.

## Content

### The Role of the Coach

- What is the role of the coach?
- Coaching definitions
- Adopting the coaching style to meet the learner's need
- The four areas where a coach can expect to focus

### Conducting the Coaching Meeting

- The framework for coaching
- Explore three coaching models
- Identify the skills and qualities of high performance coaching
- The 90 seconds coach - instant coaching

### **The True Spirit of Coaching**

- The three thinking styles for dynamic coaching
- Appreciative enquiry
- Working with your learner's agenda
- Coaching beyond your boundaries of subject knowledge

### **Enhancing your Coaching Ability**

- Incident recognition - identifying peaks and troughs in performance
- Tracking success
- What to do when things go wrong
- Two techniques for overcoming blocks and barriers to success

### **Your Personal Development Plan**

- Identify personal coaching strengths and development areas
- Prepare a personal development plan