



COACHING SKILLS FOR MANAGERS

Coaching is an essential management function that has become hugely popular development skill for most organizations. This course is for Managers, Team Leaders & Supervisors who coach team members as part of their role.

Aims -

- To provide course delegates with the skills needed to coach your staff effectively.

Objectives -

- To determine the role of the coach
- To recognise and develop the required mindset and skills of an effective coach
- To coach others elegantly and achieve real results
- To design and structure a coaching programme
- To achieve positive results using feedback techniques
- To be able to coach others in order to maximize performance
- To use effective questioning and listening skills.

Content -

- The impact of language in coaching activities
- Structures for providing feedback
- Judgements & Observation™ - opinions versus observations of fact
- Assisting others to overcome limiting beliefs about their performance and capabilities
- Can't to Can™
- Ken Blanchard's 'Whale Done' approach to coaching
- Reframing experiences to promote growth and learning
- The GROW Model
- The Kipling Model
- Continue & Begin™
- Securing commitment from others to implement action plans
- Practical application of skills

Workshop ethos and comfort factors ☺

- The session will start and finish on time with the appropriate comfort breaks.
- Delegates should wear comfortable casual attire.
- All delegates should come prepared to take part in the activities and be assured that their contribution will be valued.
- Refreshments will be provided.

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