

Coaching at Work

Overview

Duration: One Day

Coaching skills have become an important tool in the armoury of great leaders and people that work with developing others as they encourage empowerment and self-belief. This course solidifies that approach and puts structure and clarity around coaching behaviours, whilst demonstrating the ability to coach without masses of paperwork and 'rules'.

Description

Coaching has become a critical element of team development and yet, it is rarely understood and often implemented poorly. These training course materials will provide your participants with a core understanding of the methods of coaching and give them core skills that will enable them to practically carry out coaching in the workplace.

It moves away from the viewpoint that coaching must be process-driven and bureaucratic and will help your participants appreciate that coaching is an everyday occurrence that, when performed correctly, can be enlightening and fun.

Topics covered:

- **What coaching is about...and what it isn't about** – Exploring the important elements of coaching as well as identifying the factors that should not be included when coaching.
- **Applications of Coaching** – Discussing where coaching can be applied in the workplace
- **Coaching in Practice** – An in-depth exploration of coaching through a fun activity. The participants will experience the feelings and relevant associations that a coachee may have during a coaching session and then discuss what this means in a practical sense.
- **Relating it Back to the Workplace** – Taking the learning from the previous activity, creating a 'coaching model' and applying it to a practical coaching scenario.
- **Questioning** – Practising this fundamental element of coaching through discussion, practice and examples. Includes the GROW model and how it can be used in a practical sense.
- **Active Listening** – Reviewing the good and bad of listening and identifying how important listening is to the coaching process.
- **Coaching in Action** – A chance to practice the key skills developed throughout the session.

Who Should Attend?

Anyone who coaches as part of their role, or who will be coaching in the future.