

## Powerful Coaching

Coaching is a supportive and positive way of developing your people's skills and abilities which when conducted well will improve performance. Great coaching will also help to reduce discord and disputes before they become a major issue. Using simple yet effective techniques we work with you and your managers to become powerful coaches that improve performance and build positive relationships.

This course does what many others does not: it addresses the importance of culture and mindset in coaching, then provides the skills needed to be exceptional at it.

### What will you learn?

- ⇒ Understand coaching and it's benefits.
- ⇒ How to adopt coaching as a mindset.
- ⇒ Learn how to implement a coaching culture into the organisation.
- ⇒ Be able to promote and encourage ownership of development progression.
- ⇒ Identify and practice the key skills required to be an effective coach.
- ⇒ The tools and techniques needed to conduct an exceptional coaching session focused on maximising future performance.

### What will you cover?

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| ⇒ What is coaching and what are the benefits                   | ⇒ The coaching process                               |
| ⇒ Recognising the role of the coach                            | ⇒ The key skills required for effective coaching     |
| ⇒ When to coach  | ⇒ Demonstrating the skills involved                  |
| ⇒ Identify what can be improved by coaching (and what can not) | ⇒ The importance of the coaching contract            |
| ⇒ Utilise coaching as an empowering behaviour                  | ⇒ Goal setting in coaching                           |
| ⇒ Introducing a coaching culture to the organisation           | ⇒ Coaching tools and techniques                      |
| ⇒ Unlocking potential through coaching                         | ⇒ Devising a plan to overcome coaching barriers      |
| ⇒ Adopting a coaching mindset                                  | ⇒ Create a positive plan of action to embed learning |

### Who is it for?

Managers at all levels who want to take their coaching to the next level and are keen to encourage a culture of personal ownership, empowerment and motivation.

### How long will it take?

Two days