



ADOPTING A COACHING APPROACH IN THE WORKPLACE

Overview

Research shows having employees that are equipped with the skills to coach others can be invaluable. These individuals help unlock potential in others and can increase productivity across the wider workforce.

Take appraisal meetings for example. Equipping line managers with the skills to have coaching-style conversations with their teams can not only increase their confidence and motivation, but will shift the ownership of this process onto the individual – which is where it should be!

Adopting a coaching approach is not just limited to formal processes in the workplace. As part of the workshop we will share the tried and tested principles of coaching and how they can be applied in many scenarios through-out your working day (and possibly with friends and family as well).

Format

- Full day, face to face session
- Learning takes place through a mix of presentation, group activities and individual activities
- Part of the days training will include a practice 1-2-1 coaching session with another delegate also attending the course (Don't panic!)

Course Structure

- The benefits of adopting a coaching-style in the workplace
- The importance of good listening, questioning and feedback skills
- The principles of how adults learn and how to apply them when coaching
- The skills and attributes required of a coach
- Practical session to build your confidence when having coaching conversations

Suggested Audience

The course would benefit anyone who has line management/supervisory responsibility as it will teach participants the skills required to have effective and supportive coaching conversations that have direction and purpose.



“ Coaching is unlocking a person's potential to maximise their own performance. It is helping them to learn rather than teaching them. Coaching delivers results in large measure because of the supportive relationship between the coach and coachee. - Sir John Whitmore, Pioneers of Executive Coaching ”