

COACHING FOR PERFORMANCE

(one-day programme with the option of coaching supervision)

Contemporary managers use coaching skills to bring the best out of others, develop talent, and achieve outstanding performance.

This one day programme encourages shorter, in-the-moment coaching to allow performance to improve on a regular basis.

PREPARATION

- Consider situations where you feel coaching would benefit your team members or colleagues
- Look at your organisations approach to performance management and also the values within the organisation

PROGRAMME CONTENT

- Linking Coaching to performance and reviews using the 10/10/10 minute approach
- Introducing the GROW model as a framework
- TARGET – the Why, How and then the What
- Coaching skills and practice – what style of approach to choose
- The link to Human Performance and errors
- Discussing the Undiscussables – giving feedback
- Coaching scenarios

KEY OUTPUTS

- Identify opportunities for regular coaching in the moment
- Highlight your coaching skill areas and style
- Focus on the 'how' to manage the time
- Develop a range of coaching interventions appropriate to workplace
- Describe how to tackle difficult feedback, and the benefits of positive feedback
- Set and achieve coaching objectives

ORGANISATIONAL VALUE

- Introduce and embed a coaching culture as a frequently used, preferred management/leadership style
- Develop the ability of key managers to engage with others and inspire them to create a strong performance culture

PERSONAL VALUE

- Deep understanding and practical application of coaching skills as a manager
- Raised awareness and utilisation of the coaching style in your leadership role
- Reduction in time spent on end-of-year performance reviews