

Effective Coaching

Coaching is important to the success of individuals and organisations which is why the Effective Coaching programme dedicates one day to this key leadership skill. When leaders master the art of coaching effectively the benefits for the individuals include:

- *The ability to establish and take action towards achieving goals*
- *Become more self-reliant and feel comfortable working in an autonomous environment*
- *Gain more job and life satisfaction*
- *Contribute more effectively to the team and the organization*
- *Take greater responsibility and accountability for actions and commitments*
- *Work more easily and productively with others (boss, direct reports, peers)*
- *Communicate more effectively*

The organisation benefits by seeing an improvement in performance for the individual; increase in confidence and motivation for the individual; and re-engagement with their role and organisation.

Learning Outcomes

At the end of the programme, participants will:

1. Be able to define coaching
2. Have the ability to recognise the different opportunities to coach and how to respond effectively
3. Appreciate the importance of listening and questioning in the GROW coaching conversation
4. Learn the Peer coaching process
5. Practice and apply Coaching and Peer Coaching

Programme Format

Effective Coaching is typically delivered in a one-day (8 hours) with 4 x 2hour follow-up face to face / remote sessions every 90 days to track progress.

Methodology

This interactive programme is built around facilitator inputs, plenary discussions, group work, individual practice and reflective exercises. Skill-building, experimental and participant-centric learning methodologies are utilised throughout the workshop. Participants will have ample opportunity to explore the content from various angles in order to plan and create their personal and professional goals.