

Coaching for Performance

Overview Coaching is about facilitating the learning and improved performance of others so that they can better resolve their own problems and challenges and develop successful strategies for improving their behaviours, attitudes and ultimately, their performance. This programme will enable managers to develop and practice simple yet powerful coaching techniques which can dramatically shift performance, unblocking embedded resistance, finding new approaches to resolving challenges, increasing motivation and helping to create empowerment and determination to succeed. It will explore how a 'coaching style' can be used to create highly effective learning and development whilst maintaining a focus on real-work challenges and opportunities and will examine how a coaching approach can be integrated within management and supervision processes.

Aim Having completed the programme, delegates will have sufficient skills and understanding to use coaching as a key element of their management 'toolkit'

Learning Outcomes By attending this Programme learners will be able to ...

- Define coaching and its purpose and value at work
- Consider the benefits and limitations of coaching as a line management strategy
- Recognise the importance of clear goals and clarity in coaching
- Use a structured framework to enable success in coaching
- Identify their personal strengths and challenges as workplace coaches
- Identify practice and develop their coaching skills
- Consider their own professional development and support needs in relation to their coaching practice
- Create a personal action plan for their use of coaching in the workplace and for the continued development of their coaching skills.

Who is the Programme for? Supervisors, managers and leaders at any level who want to develop, empower and enable those they manage in to fulfil their potential and to deliver excellence in their job.

Duration One Day