



## ***Coaching for High Performance: One-Day Workshop***

### ***Effective Coaching Techniques for Line Managers and Team Leaders.***

This interactive and highly practical in-house course is designed to give managers and team leaders the skills and tools to enable them to motivate, inspire and support their staff more effectively in order to get the best from them and ultimately improve business results and profits. By taking a "coach approach", not only will employees develop more quickly but you will gain more time to work on the business needs.

*This programme can be supported by follow-up one-to-one coaching on an individual basis to support the transfer of learning back to the workplace.*

#### **Who should attend?**

Groups of Managers/Team leaders responsible for managing, developing or leading others.

#### **Focus:**

Participants learn to coach others for sustainable results. The programme emphasizes the importance of building the coaching relationship to more effectively develop others, strengthen leadership and enhance a climate of learning within the organisation. The practical approach undertaken in the workshop allows participants to assess their own coaching style and abilities and build upon skills which can be immediately applied within their own work environment.

#### **Learning Outcomes:**

- Learn the essentials of effective coaching
- Gain self-awareness of your own coaching style and how this influences coaching outcomes.
- Increase understanding of other's personalities and levels of readiness to enhance coaching effectiveness.
- Learn the importance of managing the coaching relationship.
- Learn the skills and techniques to coach your team successfully.

#### **Special Features:**

- Offers insights in managing scheduled and unscheduled coaching opportunities.
- Uses closure and agreement to gain ongoing commitment.
- *Optional:* Can be supplemented by a post-programme follow-up of individual coaching sessions to reinforce and extend workshop learning.
- Can be delivered to groups within your organisation and modified to suit your particular organisational needs.