

Duration

This workshop lasts a half-day (9.30-12.30)

Who's this for?

- Experienced managers who are focusing on developing their coaching skills
- New managers who are learning how to coach
- Managers participating in a leadership development programme

Why attend?

'Coaching' is a term used by managers to describe elements of teaching, training, instructing, guiding and helping people to learn at work. This workshop will clarify what effective coaching is and focuses on the fundamental skills and approaches required to be an effective coach in your managerial role.

It gives Managers the opportunity to learn how to coach people at work from a professional executive coach.

The content links with the Leadership Style Workshop and is designed to be interactive with plenty of rehearsal, practice and feedback.

What will I get out of the workshop?

This programme will support and challenge you to:

- Identify when coaching is appropriate – and when it is not!
- Use effective questions in coaching conversations
- Listen to understand, rather than to reply
- Identify the occasions when it might be 'useful' to give advice
- Apply a guiding structure to your coaching conversations to help achieve the goals

What's on the Agenda?

Preparation Work

- Notice the skills you use when you consider that you are coaching someone
- Discuss the workshop content with your Manager to identify your focus areas

Workshop

- Types of coaching
- Asking Powerful Questions
- Listening to Understand
- The risks of giving advice and how to avoid them
- Structuring a coaching conversation

Practice at Work (approx. 3 months)

- Discuss the workshop content with your Manager to gain their support for your development actions and experiments
- Practice asking 'powerful questions' with a co-coaching partner
- Use your coaching skills with at least one team member and gain feedback about the effects