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Coaching Your Employees

Course Overview

Do you want to unleash the talent in your team?
 Know exactly what enables high performance?
 Want to develop more options in developing your people?

Approach

This course focuses on the key leadership skill of coaching to improve performance. This Program encourages excellence in leadership and the idea that this flows from the development of others. The training is experiential, with theory, input and insights, sharing best practice supported by group discussions, role plays, reflection and practical action planning sessions.

Duration

1 Day

Training Objectives

At the end of this training you will be able to:

- Coach individuals to improve aspects of their performance.
- Use and improve your sensory acuity to differentiate behaviours and improve performance.
- Identify specific actions and behaviours that make personal change possible.
- Understand & apply the iGROW Model.
- Apply coaching and mentoring for personal and professional development

Topics

- The Performance Coaching Model
- Four Coaching Skills
- Applied Performance Coaching
- iGROW Model
- Personal Action Planning

Program Schedule

Day One

Introduction & Welcome

- Program Objectives
- Personal Objectives
- The Performance Coaching Model

Four Coaching Skills

- Sensory Acuity
- Building Rapport



- Goal Setting
- Behavioural Flexibility

Applied Performance Coaching

iGROW Model

- Identify
- Goal Setting
- Reality Check
- Options & Choices
- Will & Motivation

Personal Action Planning

- Reflection, Discussion & Action Planning

