

Successful coaching skills

Objectives:

Apply what you learn during and after these two days and you will be able to...

1. Make far better use of real, everyday opportunities to further your own and other's development.
2. Design development, based on agreed needs, making this a deliberate, and organised process.
3. Give constructive, direct feedback to motivate and enhance learning, listen and question well.
4. Make good use of key models and insights to get more from training and development.
5. Thoroughly evaluate influences on the application of learning to the workplace.

During the workshop we will work on questions like these:

How can we identify development needs? Why is this so crucial to the development process?

How can the development potential of real work be tapped?

Why coach others? What is the case for coaching? What pros and cons?

What is coaching, and what are the specific characteristics required of the best coaches?

What does coaching involve? What does a coach need to do well?

Specifically, what are the most difficult issues coaches face? What can be done to counter these?

What is the best way to give feedback in order to develop and improve performance?

How can you structure a coaching session, with clarity over content and specific objectives?

Could you list positive and unhelpful coaching behaviours? Which of these describe you?

How can we give praise directly, and meaningfully? What are the golden rules regarding praise?

What organisational climate needs to exist for coaching to be most effective?

Why do people want to learn and develop, and why do so many seem to have a problem with this?

How are adults different to children in terms of the most appropriate way to approach their learning?

What helps people put learning into practice, and what gets in the way?

What does a skilled learner look like? Do we really understand the learning process?

Do you take a real pleasure from helping people to learn? If you don't can you be a coach?

How should we evaluate the impact and effectiveness of coaching?

What will happen as a result of this to make it all worthwhile?