



Employees want Leaders who will develop them – and Leaders that DO invest in their teams get better results and attract better talent. The time spent coaching direct reports to build skills, capability and trust is never wasted... We'll show you how it's done.

Coaching is a vital skill that every leader should practise. To invest 1:1 time in the development of staff is one of the greatest ways to add value and align skills with objectives and goals - whether providing support to overcome a skill gap or assistance in the development of a high potential staff member seeking to reach the next level.

This program is designed to equip any manager with the tools, skills, processes and knowledge to be able to effectively coach their direct reports efficiently and effectively.

Objectives:

On completion of this programme Participants will be able to:

- Understand how people learn
- Identify Coaching Needs
- Recognise Areas of impact
- Set clear Objectives
- Apply consistent standards
- Explain Task breakdown
- Structure an effective coaching session
- Use various types of evaluation
- Apply a selection of effective Coaching Models

What is covered?

The program includes the use of relevant, practical, in-house scenarios and can include video recording, feedback and coaching if required.

- Why managers often don't coach
- Overcoming ego - or lack of confidence
- What does coaching achieve?
- The amount of time required
- 3 Coaching Models
- Learning Styles and Personalities
- The psychology of individual Motivators
- Giving effective feedback
- Practical Session: 1:1 Coaching of a new skill
- Setting Stretch Targets
- Developing Talent



Duration: 2 Days

