COACHING FOR PERFORMANCE

MASTERY

Delivery Format

Face to Face Group Workshops
Maximum 12 participants
1 or 2 days

Live, Virtual Group Workshops
Maximum 10 participants
1 day

Who Should Attend?

Anyone who leads or manages a team, especially those new to managing a team. Of huge benefit to those who achieve results through others and want to empower others to achieve results. It's also recommended for anyone who:

✓ Has line management responsibility
✓ Leads a team
✓ Has supervisory or coaching responsibility for peers or colleagues
✓ Wants more confidence in motivating and supporting team members
✓ Routinely has to manage underperformance
✓ Works in an organisation striving for a 'coaching culture'
✓ Wants to be more assertive with their colleagues
✓ Needs more support from their team in achieving organisational objectives

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Workshop Overview

A 1 or 2-day practical workshop, designed to enable managers to provide coaching and feedback that produces tangible and sustainable results. We provide valuable insight into how managers can adapt their coaching style to the individual and practice techniques to gain commitment to coaching, setting aims, identifying support and shifting mindsets. We also explore several feedback techniques and models and how to give and receive this in the best way.

Key Objectives

Participants will leave the workshop with strategies and practical actions to:

- ✓ Analyse team members' performance objectively
- ✓ Clarify performance objectives for individual team members
- ✓ Recognise and overcome barriers to coaching
- ✓ Improve results through structured coaching conversations
- ✓ Utilise proven coaching models
- ✓ Recognise the key skills required of a coach
- ✓ 'Take control in a friendly way'
- ✓ Use powerful questioning skills to provoke thought and action from colleagues
- ✓ Provide feedback which changes mindset and behaviours
- ✓ Develop and motivate colleagues using in the moment feedback
- ✓ Systematically raise standards of performance within their team
- ✓ Create action and development plans which work
- ✓ Sensitively deliver difficult feedback
- ✓ Engender a culture of continuous improvement in their teams

This course enables participants to refine their coaching process as well as their style through exploring practical models and theories as well as experimentation and play.

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