

Coaching Skills

Programme Overview

Summary

This highly practical course builds both your skills and confidence to have effective coaching conversations with others.

Centred around experiential coaching laboratories this two-day workshop allows you to practice and develop your skills in a wide range of live situations.

Using a mix of theory, practice and feedback you will gradually build your skills and confidence by coaching and being coached throughout the two days.

You will leave the workshop with the skills to help others find their own answers to problems and be able to delegate more easily.

Style and Approach

Highly practical and experiential learning sessions with small groups break out sessions to practice and develop your coaching skills in a safe environment.

Programme Structure

Two days

Audience

Any leaders, managers or supervisors

Group size

16 Participants

Programme Overview

Preparing for the workshop

During the workshop you will be working with participants' real challenges, this will enable you to practice your questioning and coaching skills.

In preparation for this you will need to prepare two or three topics that you would like to be coached on, these can be work or non-work based.

Programme Topics

- Role of the coach-like leader
- Styles of Coach-approach
- Coaching Continuum
- GROW Coaching Model
- Questioning Skills
- Giving Feedback
- Ethics of coaching
- Levels of listening
- Coaching laboratories
- Action planning

Outcomes

Having attended this course, you will be able to:

- Describe the coaching model and underlying purpose of each stage
- Recognise the benefits of a coach-approach in the workplace in comparison with other types of development
- Demonstrate a variety of questioning techniques to explore, clarify, challenge and elicit commitment
- Identify the difference between coaching, mentoring and instructing and the appropriate usage and benefits of the various stages of the coaching continuum
- Be able to give and receive feedback using a structured approach, linking behaviour to impact
- Recognise and consider the ethics and scope of coaching in the workplace.

How to Apply:

You can self-nominate via Oracle.