

DURATION: One day

SUITABLE FOR: Ambitious managers who want to be more effective. You will learn how to manage positively and inclusively using a coaching approach and to explore different applications of coaching techniques as part of your management style

Objectives

By the end of the course you will be able to:

- Use coaching techniques confidently to create high performing and engaged staff
- Enhance results through adapting your style to suit your team members' needs
- Appreciate coaching as a method to help staff development
- Apply the core skills vital to set up constructive coaching and feedback conversations resulting in clear agreed outcomes
- See coaching techniques as a route to a positive and supportive culture

Programme

Introduction & Workshop Objectives

- Establishing what you want to achieve today
- Setting the scene – Creating the right mindset

Coaching as a Management Style

- When is coaching appropriate
- What are other management and leadership styles I will have to use – Situational

Leadership

- The benefits of coaching

Coaching Skills and Techniques

- What exactly is coaching
- The essence and key principles of coaching
- Coaching techniques
- Importance of active listening
- Questioning and paraphrasing techniques

Practising Coaching Skills

- Delivering a coaching session
- Observing and assessing skills

Applying Coaching in Different Situations

- Coaching individuals to reach their best performance
- How to use coaching techniques to motivate and engage staff
- Practising motivational conversation techniques
- Using constructive Feedback conversations to enhance performance

The way forward

- Taking ideas back to the workplace and putting them into action

For more information or to book please call **020 7256 6668** or email enquiries@gbclearning.co.uk