
Coaching Your Team

A one day programme

Managers provide rules and regulations, leaders provide vision. Coaches provide the help and support for the individual to achieve their goals and vision of the future. In this programme we aim to show how good coaching can benefit the individual. It helps people to attain their goals and this can benefit the organisation as well. Coaching brings the manager and their team closer together as a cohesive unit and gives the team a firmer understanding of the organisations aims and objectives, In addition, the coach gets a better understanding of the aspirations and what motivates the coachee. All this leads to a better mutual relationship and a more effective team.

Key elements of coaching

Coaching is a powerful, collaborative relationship between a coach and an individual which enables an individual to realize better results through a process of discovery, goal setting, and meaningful action. A professional coach focuses on creating positive results in a person's professional life by building their self-awareness and supporting them in taking positive action.

Coaching facilitates a deepened understanding, awareness, or shift that opens the door to new possibilities and new choices. In each meeting, the individual coachee chooses the focus of the conversation, while the coach contributes observations, questions, and/or expertise. This process helps the individual to gain clarity and understanding about where they are today and where they want to be in the future. The most powerful learning occurs in the gap between the two. Coaching helps the individual create a clear path to their goals in a way that enables them to develop and uncover talents and skills. Coaching in a corporate or business setting uses the synergy of the organization and the individuals who work there to evolve their collective capacity for learning and creating. When individuals and teams within organizations align personal and professional development with a corporate vision, you can achieve breakthrough results. Corporate coaching is central to a cultural evolution process that shifts the landscape of the workplace from one where people receive direction from others, to one where people commit to doing things that they passionately care about.

The programme enables participants to:

- Understand what makes a good coach and establish your own coaching style
- Appreciate the need for a closer working relationship between the coach and the coachee
- Be able to help the individual towards their chosen goals
- Recognise a breakdown in the coaching process and take steps to correct the situation
- Deal with underperformance or even failure

Learning outcomes

You will be able to recognise your own coaching strengths and weaknesses and establish your own coaching style. You will be better able to help individuals achieve their chosen goals and aspirations at work. You will be able to recognise difficulties at an early stage in the relationship and be able to rectify the situation quickly. You will also recognise those people who you cannot coach effectively and set them up with someone else who is better suited.

Programme Agenda

The art of one-to-one coaching

What does a coach look like as a leader?
Coaching works best with people who show initiative – generating that initiative
What makes a good coach?
Linking leadership style to coaching

How to avoid poorly executed coaching

Micromanaging is definitely not coaching – how to avoid it
Things the coach does that causes the individual's performance to dip
Analysing a breakdown between the coach and the coachee

Typical delegates are:

This training is for individuals who want coaching skills for application within organisations. This course is ideal training for team leaders, managers, and executives. Coaching is a partnership that provides the structure, support, and focus to assist individuals in identifying and achieving their business goals. A coach is a partner in a unique relationship, designed to help individuals accomplish their personal and professional aims.

Building the relationship

Getting to know the individual on a deeper personal level – the precursor to good coaching
Establishing goals with the individual
Linking people's daily work to their long term goals

Goals feedback, motivation and progress

Effective delegation and goals setting - the foundation for progress
Giving effective feedback that creates motivation and better performance.
Dealing with below par performance and establishing corrective action