

Coaching Skills

Aim To equip participants with the knowledge, skills and confidence required to coach others

Objectives By the end of this workshop, participants will be able to:

1. Explain coaching differs from instructing, managing and mentoring
2. Describe the skills and attributes required to be an effective coach
3. Explain how to use the GROWN Coaching Framework
4. Coach another participant confidently and effectively
5. Produce a personal action plan based on the learning they have gained
6. Use the knowledge, skills and techniques they have gained, back in their workplace

Format

This workshop explores foundational coaching principles before the participants practice the things they have learnt in a safe and constructive environment

Overview

- Understanding the different effect that coaching produces, compared to instructing, managing or mentoring
- An exploration of the three key factors that affect a persons' performance
- How coaching can enhance other training methods and support performance management
- How to use the GROWN Coaching Framework
- The skills and attributes deployed by successful coaches
- Techniques for providing difficult feedback in a way that people are more likely to accept it
- As a group the participants will coach the trainer using the GROWN Framework
- Participants will coach each other and receive constructive feedback from their peers
- Participants will complete their personal action plans

