In today's dynamic and competitive business landscape, the role of leaders in the workplace is pivotal in driving individual and organizational success. This coaching course aims to empower leaders and senior staff with the essential skills and knowledge to excel as coaches and catalysts of growth within their organizations.

Participants will explore coaching definitions, techniques, behaviors, and strategies for building a coaching culture within their organization. By the end of the course, attendees will have the tools to improve individual performance, harness the potential of high-potential employees, and motivate and empower individuals at all levels of your organization.

The Coaching for Organizational Achievement: Cultivating High-impact Leaders (C.O.A.C.H.) face-to-face training course will elevate participant's leadership and coaching abilities in order to transform the very culture of the workplace.

At the end of this course, participants should be able to:

- Define coaching and its relevance in the workplace
- Differentiate coaching from other leadership approaches
- Describe the role of active listening and importance of asking questions
- Enumerate the components of the GROW model coaching session
- Explain how to provide constructive feedback and set SMART goals
- Describe essential coaching behaviors, including empathy and trust-building
- Learn to address common challenges and pitfalls in coaching behaviors.
- Demonstrate how the GROW coaching model is applied through role-play scenarios

Course Outline

- Welcome and Introduction
    - Objectives and Overview
    - Reminders and House Rules
- Introduction to Coaching

    - Definition and Relevance in the Workplace
    - Coaching vs Mentoring vs Managing
    - Benefits of Coaching for individuals and the organization
    - Common Misconceptions
- The GROW Coaching Model
    - Principles of an Effective Coaching Conversation
    - Key Components of a Coaching Session
    - What is GROW (Goals, Reality, Options, Wrap-up)
- Coaching Techniques
    - Goal-Setting and Constructive Feedback
    - Role of Active Listening
    - Importance of Clarifying and Probing Questions
- Coaching Behaviors
    - Essential Behaviors / Attitudes of Effective Coaches
        - Emotional Intelligence in Coaching
        - Trust and Rapport-Building
    - Common Challenges and Pitfalls in Coaching
- Building a Coaching Culture
    - Steps to Foster a Coaching Culture within the Organization
    - Strategies for Selling the Coaching Culture concept
    - Continuous Improvement and Feedback Loops
- Summary and Wrap-up
    - Recap and Key Take-Aways
    - Action Plan

Course Duration

- 1 day – face to face

Delivery Methodologies

- Plenary Discussions

- Lecture / Slide Presentation
- Group or Pair Activities
- Individual Work
- Activity Debriefs
- Peer Feedback
- Icebreakers / Energizers / Games

This course is recommended for

- Rank and File employees performing front line functions

Upcoming Events

Notice
There are no upcoming events.