

Learning objective: enhance participant's remote coaching skills

By the end of this module, participants will:

- Understand two key principles of effective remote coaching.
- Learn strategies to effectively coach a remote employee.

Opening

Coaching is an important practice in any organization: it enhances engagement, commitment and performance. However, coaching is challenging, and especially nowadays, when many coaches conduct coaching session remotely.

ASK: *from your own experiences either coaching someone else or being coached, what are some challenges you noticed when it's done remotely?*

Sample responses:

- Coaching process and duration.
- Providing feedback efficiently.
- Motivating while coaching.
- Positive experience.
- Familiarity with platforms.
- Technology and logistics (skill and camera).
- Time zones.
- Environment and potential distractions.

Acknowledge responses and transition to Slide 2: Training Objectives

- Key principles of effective remote coaching
- Strategies to effectively coach a remote employee

Transition to Slide 3 - Principles

Principles of Remote Coaching

Communication

Communicating well when coaching remote employees is critical to a successful coaching engagement. Rapport, clarity of expectations, and open dialog are some elements of strong communication skills.

Trust

Trust is the foundation of any relationship and it contribute in many ways to a successful coaching session. When you coach someone, they may feel vulnerable, and while they are remote, it is easier for them to disengage.

ASK: *what are some indicators that you are trusted by the coachee?*

Sample responses:

- Openness and vulnerability
- Engaged

Acknowledge responses and transition to Slide 4 - Strategies

Slide: Opening



Slide: Objectives



Slide: Principles



Strategies to a Successful Remote Coaching

Technology

Clarity.

Autonomy.

Flexibility.

Transparency.

ASK: *takeaway and questions*

Transition to slide 5: Closing

Slide: Strategies



Slide: close

