

Coaching and Developing People

Summary

There is a direct relationship between the long-term success of an organisation and the developing competence of its people. Because managers and supervisors possess the innate experience that keeps the organisation moving, they are in the best place to pass their knowledge on to others. This workshop helps participants with coaching skills by providing a model for employee development and practice in its use. An added benefit of the course is the awareness that each participant will gain of his or her own natural leadership style. Consequently, by understanding the range of leadership styles that are available, participants will be able to make optimum use of coaching opportunities by selecting a style that is appropriate to the development level of those being coached.

Target Audience

This program is suitable for existing managers and those who aspire to or are being developed for leadership or first-in-line roles. Other employees may attend at their Manager's discretion.

- Those who manage other employees in cross-functional roles.
- Existing sales professionals who require training in how to better coach their team players.
- Aspiring mentors.

Prerequisites

None.

Objectives

Introduce participants to the four purposes for coaching.
Identify three skills that are necessary for coaching.
Participants will apply a model of coaching to their current employees.
Participants will develop an action plan to apply workshop materials.

Key Learning Take-Aways

Create an awareness of why coaching is important in the role of a leader.
Explore the benefits coaching brings to you and the organization.
Introduce you to the specific actions of coaching.
Provide opportunities to practice our coaching skill.
Determine our "personal preference profile" through self-assessment.
Identify techniques for working with other "personal preference styles" from our own.

Course Duration

This course is a 1-day, instructor led, classroom event delivered in an intense workshop environment.

For more information on this program please contact John Marrow
Tel: 0044 (0)7713 501451 Email: john.marrow@marrowtraining.co.uk