

# Developing Others through Coaching

A fully designed and resourced, one-day experiential learning workshop



Strategic and operational managers are increasingly recognising the value of being able to act as coaches to their staff. In fact, their own performance is now often measured against their ability to develop and support others. Yet many have no training and lack confidence in their ability to mentor and coach. This workshop builds the specific management skills of behavioural observation, feedback, questioning, coaching and development planning to improve the performance of others.

In addition, the group activities in this workshop have a team development element, so an added benefit for all participants is the growth in understanding of group process, effective teamwork and interpersonal communication which the experience offers.

The materials supplied with this workshop design allow you to deliver a full-day programme (7 hours of activity divided into four modules) to up to 16 participants. The core materials are:

- 1 x set of the 'Colourblind' toolbox activity
- 1 x set of 'Simmetrics' toolbox activity
- 1 x set of Voyage Mapping Individual Coaching toolbox activity
- 1 x PowerPoint Presentation of key points
- 1 x Facilitator Manual

A Participant Workbook, for reproduction as required, is included on the CD supplied.



The style of this workshop is highly participative. Participants alternate between taking part in activities and adopting a coach/observer role.

The facilitator creates multiple opportunities for observation and feedback and provides additional theory, models 'best practice' and supports those in the coaching role.

Participants become confident in using the GROW model, feedback techniques from sports coaching, on-going learning review and two development planning tools.

## KEY OBJECTIVES:

- Developing the skills that help others to improve performance
- Building observation skills, in order to discriminate between effective and ineffective behaviours
- Giving feedback and raising awareness of the impact of behaviours on others
- Using appropriate questioning skills to coach others
- Helping others to review performance as part of a learning process
- Coaching others in personal and professional goal-setting

To add DEVELOPING OTHERS WORKSHOP to your resource library: