

Coaching

Effective coaching skills and toolkit

“One day programme that provides managers with skills and behaviours to enhance their leadership skills for life”

What makes this course different?

Whilst successful coaching demands good structure, it's impact is largely determined by the enacted skills and behaviours used by managers. This 1 day programme uses an interactive mix of **drama based training**, skills practises and discussion.

Participants will be actively 'coaching' for over 70% of the day. This includes working with **actors** and colleagues to test, trial and consolidate enhanced behaviours and skills.

All participants take away a comprehensive **Toolkit** to help them at any stage in the future to apply both the structures and skills taught in this programme. These include directive and non directive coaching questions based around John Whitmore's GROW model.

BOOKING INFORMATION

Price person: £425 + VAT

Fee includes comprehensive toolkits and updates for three years.

If you wish to send 3 or more participants on the same date, the price is reduced by 15%.

FOR DATES, VENUES AND TO BOOK

Call **08708 555025** or go to **www.vadispeople.com**

This programme can be customised and run in house for you from £2000.

Are you using coaching effectively?

Coaching is one of the most engaging and powerful skills that can deliver enormous value to those managers that use it, their staff and their organisations. This programme aims to help participants employ coaching in clearly recognised and 'legitimate' situations to help to develop performance; be it of themselves, their staff, their colleagues or their division or even broader!

What are your coaching opportunities?

Simply there are loads, some formal, where there is a clear and explicit agreement to coach between the coach and coachee and some informal, often described as corridor sessions that can be with colleagues of all levels. Making coaching an automatic behaviour is perhaps one of the most powerful tools a manager can have to help achieve more through others.

Who should attend?

Any manager or supervisor serious about coaching well.

What are the learning outcomes:

The programme enables participants to coach in an advanced and effective manner. Whilst many managers may have experienced well meaning instruction on how do something this is not effective coaching. There is something very special about effective coaching that engages with and develops your performance from the inside. This programme will help participants utilise either **directive** or **non directive** coaching, subject to the **readiness** of their coachee.

Understand and use a structured coaching model

- Practise each stage
- Identify a bank of headline questions

Apply and improve associated communication skills to enhance

- Effective questioning
- Active listening
- Proposing without shifting responsibility
- Coaches creativity in identifying solutions
- Advice and feedback

Review and explore coaching opportunities in the workplace

- Practice assessing readiness levels and assigning appropriate coaching styles
- Obtain feedback and assess your own coaching skills

Consider how to use coaching for other applications

- Self
- Teams

From evaluation from previous programmes we have estimated an average return on investment in the region of over 2000% from attending the day.