

# Coaching for Performance

**Overview** This programme is about the application of best practices, principles and concepts in coaching.

Coaching is recognised as a key management skill bringing big benefits and is the most under utilised and cost effective form of staff development. Only when Managers grasp coaching skills do the real benefits get realised :

- Increased staff morale
- Increased staff ownership
- Generation more ideas
- Develops skill potential for the future
- Releases time for managers to manage

Do you really get the best out of your staff ?  
Do you value their input ? Do they take ownership ?  
Do you know how to coach ?

High-level aims are to :

- Identify opportunities where coaching is appropriate.
- Consider the key skills in effective coaching.
- Discuss the benefits to the organisation, the Manager and the individual.
- Develop staff who bring solutions not problems.
- Practice through simulation and feedback.

Interactive content with strong focus on delegate contribution and work based practical application of key learning's.

**Content** Demonstration of Coaching in Action.  
Delegates practice through simulated work based example  
Coaching versus Training  
Key Coach Skills  
6 Principles of Coaching  
Learning Styles  
Identifying appropriate Coaching methods  
Final Simulation  
Review and Commitments

Activities cover : Pre and post course delegate activity

**Duration** 2 Days

**Location** Flexible



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