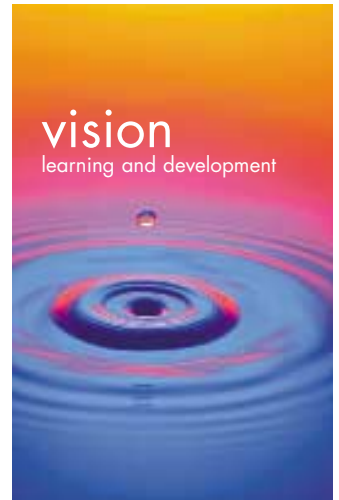


'Coaching for Excellent Performance'

Management Development Programme – Module 4 Using Coaching to Develop People and Solve Business Problems



Why Attend This Training?

The development of people is critical to business success. Effective coaching is a highly efficient and motivating way in which ongoing development can take place in the workplace. The ability to coach others is therefore a key managerial skill which can be used successfully in everyday situations. Coaching can be used as a part of delegation, thus enabling you to achieve even better results as your staff become more skilled.

Coaching is also useful in helping to encourage people to take ownership of problems rather than asking you to solve them. By developing an attitude of responsibility amongst staff you will find people become more interested and fulfilled in their work. You also find you have more time to concentrate on the issues that are important to you as a manager.

What Will You Learn?

By the end of the module you will:-

- be able to give clear feedback in ways which lead to improved performance
- be able to use a simple yet powerful approach to coaching others in everyday situations
- be able to use delegation as a way of developing others and using your own time efficiently

Specifically you will learn

- how to use a simple model of coaching to enhance performance
- how to use a non-directive style of coaching
- how to coach people in subjects about which you are not knowledgeable
- how to give powerful, constructive feedback in ways which lead to improved performance
- how to help people to set clear goals
- how to increase people's level of ownership for performance objectives
- how to receive feedback
- how to delegate tasks effectively
- how to apply coaching skills to facilitate problem solving in business and much more....

How Will You Learn?

This is a highly participative day with plenty of opportunity to practise the skills.

Please consider your own learning objectives for coaching in advance of the training including typical business situations in which you will use coaching skills.

What If? What will I be able to do when I learn all this?

You will find that you can apply these skills immediately in a range of situations including:- staff training and ongoing development, problem solving with colleagues, delegation, resolving issues with clients, handling daily performance issues, appraisals and many more...