

Coaching for Performance: Two plus one day event

A journey of learning that combines classroom events with practice in the live environment

Our most popular programme: after attending a two day foundation event, managers return to the workplace for approximately 4-6 weeks. During this period they apply coaching skills and tools to improve their everyday managing style. They are also encouraged to read *Brilliant Coaching* and write regular personal reflection notes.

The follow-up one-day event helps managers review and share progress and gain support for any 'teething' issues. During the day managers also learn further coaching principles and tools that they can start using immediately.

Who is it suitable for?

- Any junior, middle or senior manager
- Key influencers, mentors, project managers
- HR professionals, consultants, advisors



What will they get from it? (As the previous two day event)

- The opportunity to reflect upon their own managing/coaching style before the event
- A clear view of what **good** coaching looks like, e.g. by watching demonstrations
- A solid experience of the key principles and skills of coaching, e.g. over **six** hours of supported practice during the two day event
- A simple structure for coaching conversations held away from the workplace, i.e. 'The Coaching Path'
- The 'Response Coaching' tool, i.e. coaching as a behavioural response to everyday questions and issues
- Increased self awareness, e.g. delegates receive feedback on their strengths and development needs
- A firm foundation for future skills development, e.g. a clear plan of action

In advance of the event, delegates receive a copy of *Brilliant Coaching* by Julie Starr. During the event, delegates also receive an A5 event manual that supports coaching practice in the workplace.

Specific additions to this programme are:

- Individual support for the integration of coaching into delegate's situation and role
- An appreciation and experience of **emotional maturity**, as a key influence on both themselves and the people they are coaching
- An understanding of 'powerful questions' a tool that helps resolve issues by developing a solution-focus

