



# coaching

*'Leaders who ignore coaching are passing up a powerful tool.  
Although coaching does not scream "bottom-line" results  
...it delivers them.'*  
Daniel Goleman

## who

*This one day course will be of value to you if you:*

- ♦ require a strategic approach to helping others to improve their workplace performance
- ♦ have some knowledge of coaching and wish to develop specific coaching strategies and tools
- ♦ have a strong "lead from the front-directive" style and wish to compliment this with "facilitative- developmental leadership attributes and skills
- ♦ want to build capability with others you lead and manage.

## how

*The course is designed to be an active and interactive learning experience. It asks you to:*

- ♦ consider contemporary coaching approaches & concepts and relate these to your situation
- ♦ practice using coaching skills in rehearsal situations
- ♦ reflect on course learning and assess your own strengths and needs
- ♦ make an action plan for implementation of course learning.

## what

*You will learn:*

- ♦ a clear definition and description of coaching
- ♦ the characteristics and domains of effectiveness of five approaches to coaching
- ♦ how people learn and how to analyse learning needs of others
- ♦ how to use a powerful coaching model to help others to take charge of their own development
- ♦ to recognise and address barriers to effective coaching
- ♦ about the role of a coach.