

COACHING FOR IMMEDIATE RESULTS

Overview:

No more coaching or counselling team members on the same issues over and over again.

This session will focus on the Leader's ability to develop & help others achieve the greatness they are capable of.

Utilising a practical three step strategy, participants will workshop their approach to real-life coaching issues.

With an emphasis on skill development through practical application, this program looks at the key methods used to help the coachee identify areas for development, take responsibility and be willing to contribute to their own performance improvement.

Among other things Team Leaders will learn how to...

- Avoid veneer responses and get to the 'real' issue behind team members attitude and/or behaviour

- Safely challenge team member's paradigms to gain cooperation

- Get team members to identify skills, attitudes and/or behaviours that need improving (You say it, they doubt it, - they say it, it's true)

- Gain team members buy-in and desire to improve immediately

- Use self directed learning strategies to speed up the development process of team members

- Structure and execute formal development plans for themselves and their team members.

The Coaching for Immediate Results program is a highly interactive and practice rich training workshop that increases skills and gets results in a shorter period of time as it draws from and utilise NLP, Accelerated Learning and Experiential Learning inspired concepts and techniques to help participants think, communicate and behave in ways that help them manage themselves and develop others more effectively.

It's not how much training you do that counts...

Its how much learning you get that matters

Colin Rose - Author

PROGRAM OBJECTIVES

At the end of this Program, participants will:

- Understand the importance of taking responsibility for helping staff to implement relevant skills and behaviours more effectively.
- Have identified specific areas for development aligned with video assessments.
- Be able to identify current competencies of each staff member in relation to coaching topics.
- Have a clear understanding of the three steps in the coaching process.
- Be able to demonstrate the behaviours of an effective coach / leader.
- Have practiced many of the skills used by effective coaches.
- Have developed a coaching implementation plan tailored to the needs of each individual staff member.
- Have developed and documented a series of strategic questions along with other negotiation skills to help coaches accept responsibility, express a desire for improvement and commit to the coaching process for ongoing development.
- Have adapted a selection of resource materials to be used in preparing and documenting coaching sessions.
- Have demonstrated their ability to coach in a simulated environment.
- Understand the importance of trustworthiness within teams.
- Have identified personal strengths and weaknesses in relation to their Coaching for Immediate Results and have designed a written strategy for improvement.
- Have begun to design a coaching and development plan for their respective team members.
- Have developed and action plan to develop their own coaching skills.

PROGRAM OUTLINE

Introduction / Overview

- Objectives/Outcomes

Coaching Fundamentals

- Qualities of a successful coach
- Identifying team members 'Emotional Hot Buttons'
- Coaching with Tie Downs
- The Value Equation

Morning Tea

Developing a Questioning Strategy

- High Gain Questions
- 5 Questioning Areas
- Case Study (Workshop)
- The Emotional Bank Account

The Three Step Approach

(Step 1) The Problem/Area for Development (video/workshop)

- Introducing the subject in a non-threatening way
- Transcript analysis of video to identify effective use of the above strategies

(Step 2) The Solution (video/activity/discussion)

- Strategic questions to seek ideas on improvement
- Offering suggestions without undermining the coachee
- Building on their ideas whilst keeping original suggestion
- Gaining commitment from team member to improve

(Step 3) The Follow-up (video/workshop)

- Setting Review Dates
- Potential barriers and excuses made by coaches
- Support strategies

Lunch

Practical Application

- Preparation of discussion planner for practical application
- Practice session
- Discussion summary

Afternoon Tea

Coaching and Development Plan

- Who, What Where, When, How?
- SMART Goals/Development Plans
- Implementation/Action Plan

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