

PERFORMANCE COACHING WORKSHOP



ENSURING LEARNING & GROWTH IN PERFORMANCE

Specially for Managers & Supervisors.

2 day

Workshop Objectives:

- To clearly learn the difference between just instructing, telling and coaching.
- To adopt the proper mindset of an effective coach.
- To understand and be able to apply the key techniques of G.R.O.W. & Curbstone coaching.
- To effectively coach their people to grow their capabilities and performance.
- To be effective in handling the negative ones, turning them towards the positive.

In the name of coaching most managers just instruct or direct versus actually coaching. But coaching is what really transfers learning. It creates growth and good morale.

POTENTIAL VALUE OF THE SESSION

- ★ Coachees actually learn and benefit
- ★ Team becomes more effective and performs
- ★ Better growth of each team member

Methodology:

- An engaging approach to get all the participants involved in discussing and sharing their views
- Key activities are included to create a learn by experience environment
- A self learning by role-playing real issues
- Case working to learn their options to various real situations
- All this forms part of the AL Trainings Methodology

THE WORKSHOP MODULES

Coaching Fundamentals

- The difference between instruction vs coaching
- The mindset of a great coach
- Identifying the coaching areas
- Setting the coaching action plan

Coaching Techniques

- Exploring the skills of questioning
- Introducing the G.R.O.W. model
- Introducing Curbstone Coaching
- Setting up monitoring & follow ups

The Coaching Conversation

- The clear and 'Set the Tone' Opening
- Getting the Coachees to talk
- Getting their buy-in
- Confirming their learning and action plan

Handling Difficult People

- Understanding the different types
- Turning the focus to the real issues
- Bringing them back online

Don't just tell them what to do, coach them to success