

COACHING With IMPACT

Program Objectives

This one-day workshop will help participants to:

- Understand the principles and acquire the skills needed by a coach to effectively develop his team.
- Know and apply the steps of the coaching process to maximize its impact.

Through:

- Knowing what is coaching and why we do it.
- Understanding the tasks of a coach.
- Realizing the characteristics of the ideal coach.
- Recognizing the difference between coaching and managing.
- Understanding the three cornerstones of coaching.
- Comprehending the process of coaching.

Introduction and Course Overview

The first part of the day, we will work on getting to know participants and discussing what will take place during the workshop. Participants will also have an opportunity to identify their personal learning objectives.

Definition of Coaching

To begin the program, we will define what coaching is, why we do it and what will coaching enable people to do.

Tasks of a Coach and Characteristics of an Ideal Coach

During this part, participants will understand the tasks of the coach and the typical coaching topics and will realize the characteristics that will make them ideal coaches.

Coaching Versus Managing

Knowing the differences between a manager and a coach will help participants to wear the right hat at the proper time.

Cornerstones of Coaching

This session will clarify the three cornerstones of coaching; accountability, Feedback and acknowledgment. Participants will know how to instill accountability, give constructive developmental feedback and acknowledge contributors.

The Process of Coaching

Here, we will introduce the participants to the different steps of the coaching process, which includes preparing for the session, the coaching meeting and follow-up.

Role Plays