



Coaching for Performance Workshop

Coaching is a process that facilitates productive changes. It does this through conscious interactions that is focused on learning, improving, and delivering business results. A coach can help guide, create and monitor processes for individuals and teams to take purposeful actions in achieving goals. Coaching is an approach and skill that can be used by managers and leaders. This workshop is the first step in honing existing coaching skills or learning coaching. The participant will experience being coached, learn coaching skills and become familiar with coaching tools. We'll also learn when it is appropriate or not to use coaching. Research has shown that successful organizational change and learning initiatives can be directly related to coaching.

Objectives

1. Create awareness of coaching: the industry, power and use of coaching
2. Experience being coached and coaching others
3. Become familiar with and try coaching tools and techniques
4. Learn how coaching relationships and processes can support performance goals

Outline

Coaching Introduction

- Definitions, benefits, role of coaching
- The Coaching Industry and tools
- Exercise: My Coaching Style

Powerful Motivation to Action

- Coaching Demo
- Exercise: Rate it!

Observation and Listening Skills

- Observation & Listening Styles
- Exercise: Triad Coaching

Beliefs, Values, Perspective

- Uncovering beliefs, values: embracing and shifting
- Exercise: Perspective

Getting Results

- Actions & Accountability
- Exercise: Make me do it!