



## Effective Coaching

This practical one day workshop develops core coaching skills, with tools and techniques you can apply immediately at work.

It can be tailored to your organisation's values, leadership expectations and coaching challenges, with a focus on adapting coaching approaches to suit each individual's needs and circumstances.

### Course Aim:

To build participants' confidence in leading effective coaching conversations that support individual and team development, improve performance, encourage ownership, and help people work through change and solve problems.

### Sessions:

Session 1 – Creating the conditions for effective coaching

Session 2 – Different approaches to coaching

Session 3 – Building Performance, Ownership, Confidence and Trust

Session 4 – Adapting Coaching to Individuals Needs and Communication Styles

Session 5 – Assessing the coaching and deliver feedback to motivate action

### Learning Outcomes:

By the end of the workshop, participants will be able to:

- Recognise and apply the core skills required for effective coaching.
- Appraise the needs of the coachee and establish clear goals and priorities.
- Apply effective questioning, active listening and feedback techniques.
- Use positive reinforcement to build confidence, motivation and performance.
- Select and apply different coaching and communication approaches according to the individuals learning style and situation.
- Adapt communication to meet different coachee needs.
- Recognise factors that may influence coaching, including neurodivergence, health considerations, intergenerational differences and cross-cultural communication.
- Assess and monitor coaching progress and reflect on their own effectiveness as a coach.

**Duration:** One day – live online

**Timings:** 09:30 – 16:30