

YOUR business matters

Inspiration to perform outside your limits . . .



“ The feedback from all participants was absolutely excellent. Our Managers feel they have added a wide range of skills to their toolbox which can be practically applied back in store. They also commented on the challenging coaching style you both adopted throughout the programme. You certainly walk your talk! ”

Cheryl Pate, ASDA, People Development Manager



inspiring managers to coach

Excellent coaches are a product of excellent organisations and it became clear to us that coaching plays a major role in today's workplace and delivers huge benefits to organisation and individuals. We passionately believe in the concept of coaching and in response to our client's requests we created 'Inspiring Managers to Coach'.

It has been described by hundreds of participants from both private and public sector organisations as practical, useful, interactive, stimulating, thought provoking, inspirational and fun. Participants have said how much they value the variety of the programme and our flexible approach.

AIM OF THE PROGRAMME

Through 'Inspiring Managers to Coach' we train managers to act as coaches to their teams. The aim is to enable them to get more out of teams by motivating individual performances and encouraging personal responsibility.

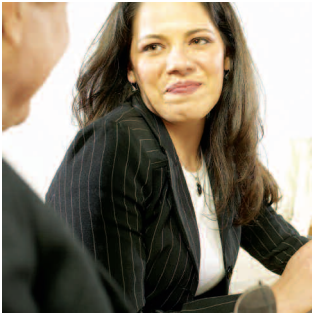
We provide the tools and the confidence to coach effectively and to develop a greater understanding of coaching and how it benefits the coach, their staff and the organisation.



OBJECTIVES:

This is a blended learning experience. Through individual learning, completion of questionnaires, group discussion and practical experience, the programme will provide participants with:

- A solid foundation on the definition and application of coaching and clarity on the excellent qualities of a work based coach.
- A framework for coaching discussions and goal setting using the GROW Coaching model.
- Practical tools and models which can be easily transferred to the workplace to transform relationships and encourage greater use of potential.
- A greater understanding of learning styles and how these influence relationships.
- Encouragement to develop practical skills in the application of coaching in the workplace.
- A safe environment to practice coaching and share thoughts and knowledge with colleagues.
- An action plan for individual development.
- Greater self awareness and personal confidence.
- Space and time for personal reflection and validation of existing skills and knowledge.
- A tool for improving Work/Life balance.



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Working with **Heart... Inspiration... Passion!**[™]

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programme content and benefits to you

The programme is a two day workshop with a follow up day 4 months after the initial programme to review progress against a personal action plan.

PRE COURSE:

The following questionnaires are completed and reviewed during the two days:

- Honey and Mumford's Learning Styles
- Time Management survey
- Transactional analysis

TWO DAY WORKSHOP:

- Learning curve and learning style preferences
- Definition of coaching
- The qualities of an excellent coach
- Obstacles to effective coaching in the workplace and solutions and strategies to overcome these
- Benefits of work place coaching
- Practical tools and models for goal setting and personal development
- Time management review
- How coaching fits with other management styles
- The impact of beliefs and thinking on results
- The Grow model
- Transactional analysis
- Individual action planning

BENEFITS:

FOR YOU:

- Greater recognition
- Better relationships
- Improved balance of priorities
- Higher job satisfaction
- Confidence to delegate
- Better people skills

FOR YOUR TEAM:

- More creative
- More responsible
- Greater motivation
- Higher morale
- More trust and openness
- Greater confidence

FOR YOUR COMPANY:

- Improved profits and results
- Better staff retention
- Greater customer satisfaction
- More flexibility
- Higher efficiency

Attendees also have the option of **one-to-one coaching** to consolidate what they have learned. This is a powerful and hugely beneficial intervention which provides a safe environment for participants to explore and develop their individual needs and skills.

To find out more or to discuss matters further please contact us on 01480 455 559