

DYNAMICS OF COACHING™

Introduction

With the current emphasis on helping individual employees to realize their full potential, the techniques of coaching are fast becoming essential tools for those responsible for the growth and development of others.

Coaching is the world's second fastest growing business skill, after IT and yet in Asia, it is still in its infancy. It has been found to give an ROI of 7 times that of training. This program will also help build skills needed to enhance the future performance and the career of individuals or teams.

Coaching essentially relates to helping others develop skills that the coach has, that the others do not have, or have not yet developed well enough. Mentoring on the other hand deals more with knowledge and confidence building for longer term development

Learning Objectives

By the end of this program, participants will

- Understand how personality, gender and culture influence thinking, emotional and learning styles.
- Recognize a range of different thinking styles and types related to coaching & mentoring.
- Be able to understand the coaching process
- Be able to identify blocks to the coaching process
- Understand what skills are essential for successful coaching and mentoring.
- Know how to be able to create learning climate within the natural working context.
- Know how to facilitate collaborative learning.
- Be able to apply coaching techniques to ensure learning is actually taking place.
- Be able to prepare learning plans to accommodate a diversity of learning needs and available opportunities
- Develop a personal development action plan

Workshop Contents

- Influence of Personality, Gender and Culture on Thinking and Learning
- Defining Coaching versus Counselling, Training, Mentoring and Facilitating
- Recognising and overcoming barriers to Coaching
- Why Coaching Is So Important And Useful
- Coaching Roles and Types
- The Coaching Process
- Coaching Styles Versus Learning Styles
- The Role of Feedback and Appraisal
- Overcoming Skills in Giving Constructive Feedback
- Mentoring Skills and Styles
- Self Assessment of own Coaching Styles and Skills
- Personal Development Action Plan

Workshop Methodology

A key and unique feature of this workshop is that all participants will complete a personality traits survey form, resulting in a detailed personality profile. This will enable participant's to discover their own preferred cognitive and emotional styles, which in turn can strongly influence the dynamics of thinking and learning relating to this workshop .

Workshop design incorporates a variety of methods to both stimulate active learning and appeal to the mix of participants preferred learning styles. Building on participant personality profiles, a number of interactive exercises, games and group discussion help them to understand the different thinking skills needed. Where appropriate, selected multimedia, video or power point visuals augment a comprehensive manual of notes. The workbooks are professionally laid out, appealing to the learner and capturing key learning points and post workshop actions.

Workshop Duration

This can be designed as a 1, 2 or more intensive 3 day workshop, subject to client's needs.

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