Coaching Skills Training Course Description

What is Coaching

- What is the difference between coaching and other kinds of instructional methods?
- How should you sequence your coaching?
- What should you talk about first?
- What are the principles of coaching that you must adhere to?
- What is formal and informal coaching and how do they differ?
- What are the best formal systems of coaching and how can you implement them at work?
- How can you integrate your coaching with HR performance appraisals?
- How to raise the awareness of a coachee?
- How can you use coaching in line with your management responsibilities?
- What is *peer coaching*?

How to Sequence Your Statements

- What is the GROW model?
- What kinds of questions should you ask in each stage of the GROW model?
- How to encourage others in the right direction?
- How do humans learn and how can you use their natural learning habits while coaching to get maximum results?

How to Ask Questions

- What kinds of questions are ineffective in coaching and why?
- What results do you obtain from asking each type of question and how can you use this knowledge to coach?
- What types of questions can you ask and what are their pros and cons?
- What are open and closed questions and how can they help when coaching?

How to Motivate

- What are the main human needs?
- How to benefit from a variety of behavioral models to predict and motivate others?
- How to take advantage of the power of motivation in coaching?

How to Give Feedback

- How to assess the coachee and provide valuable guidance?
- How to give effective feedback?
- How to overcome internal barriers while coaching?
- How to overcome resistance to change or coaching?

By the end of this course, participants will be able to:

- Employ **coaching principles** in your environment and **maximize others' efficiency**
- Use the **GROW model** to coach, question and guide a coachee
- **Ask questions** to maximize the efficiency of the coaching session, **raise awareness** and open up new possibilities
- **Influence others** through understanding **basic human needs**
- Provide **effective feedback** to coachees and **overcome any potential resistance**