

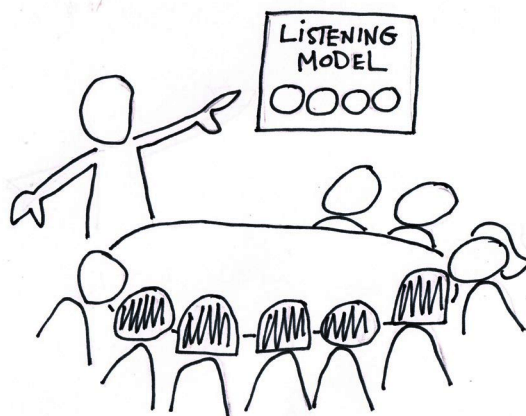
Coaching skills

Purpose

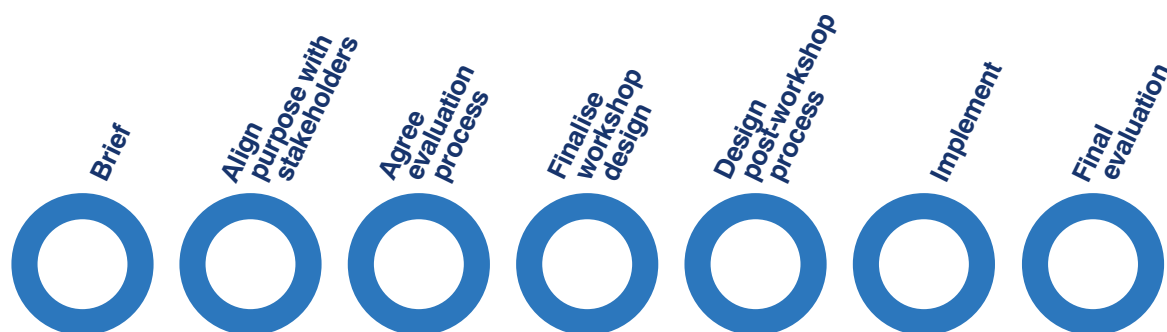
We understand the difference between the needs of an external coach and the needs of a leader-as-coach. We understand also that every organisation is different, and that we need to tailor our offering to the needs of your leaders. The first, and most important thing to get right upfront is – what is the purpose of your program? And how does that purpose relate to the strategic objectives of your organisation? If you can answer both these questions, you have a much better chance of implementing a program that will lead to significant and sustainable behavioural changes in your leadership group.

Facilitating change

We work with groups of 8 – 12. Working with smaller groups enables us to create a space in which people can most effectively support each others learning. We do provide models and tools, but if participants are to take these ideas on board, they need the opportunity to practice, and they need the space to make sense of what they are learning in conversation with colleagues. To become a good coach requires a certain level of self-awareness, and we need to create a space in which participants are prepared to open up and share.



Process



- 1 We meet you to take the initial brief. This includes a conversation as to how we can align key stakeholders around the purpose of the program.
- 2 We agree the design of the program, including initial workshops and an ongoing process through which participants can support each other in their learnings.
- 3 We design an ongoing evaluation process through which we can review and refine the design of the program as we go.

What is coaching?

Listening

Coaching as a leadership skill

Giving feedback

Structure GROW/CLEAR

What next?

We do have standard content, including modules on listening, giving feedback, and how to structure a coaching conversation. We take this content and tailor it to your particular needs, adding and deleting content as required.

