

Coaching Skills

Coaching is an essential skill for managers as it enables them to participate in the development of others, going beyond the formal training environment. This course will build skills and confidence, enabling the delegates to coach others to perform more effectively.

By the end of the course delegates will be able to:

- select the most appropriate coaching and development style for specific individuals and situations
- identify and work with individuals' own learning objectives
- set meaningful and realistic learning objectives
- ask and answer questions effectively
- manage feedback in a learning environment
- handle objections or resistance to coaching
- monitor and evaluate the results of the development process

The course includes:

- the manager as developer identifying where coaching can help
- how to provide the essential tools to ensure the best outcome
- the benefits of coaching for the coach, learner and organisation
- learning style profiles
- ensuring that conditions are right for development and that the development programme is effective

This course is suitable for supervisors and managers who want to take an active role in developing others. No previous experience with coaching or other development tool is required.

Duration: 2 days



The Island Partnership

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