



## Coaching Skills Training – The Leader as Coach

### Business Driver

In a recent CIPD survey of FTSE 250 companies, 79% of respondents reported using coaching as part of their learning and development activities with the most popular means of delivery being via line managers. With this growth in demand, how do you ensure that your busy leaders gain professional coaching skills to use every day in the workplace? How can your leaders quickly gain practical coaching experience?

### In a Nutshell

This is a three-day course over two modules, designed to bridge the gap between basic coaching awareness and fully accredited coach training. It provides leaders with a clear understanding of the coaching process and the necessary skills to effectively apply coaching in the workplace with their team and colleagues.

The course not only builds a range of coaching skills, but will also increase self-awareness in the delegate, of their own interaction style and approach. It includes:

- The Coaching Process and TGROW model
- Effective listening
- Power questioning strategies
- Expanding possibility
- Action planning, commitment and follow up
- Dealing with the whole person
- Dealing with dilemmas
- Applying coaching in the workplace using a real life business project

In-between course modules, participants receive mentor coaching from an ICF accredited coach.

### Advantages and Benefits

121partners has a unique framework of coach training courses, aligned with the International Coach Federation.

### Advantages and Benefits (cont.)

Our 1 day Introduction to Coaching Course has been delivered to over 300 leaders globally.

Our Accredited Internal Coach Course was short-listed for 'Best Course of the Year' by the Training Journal in 2006.

### Case Study

In LogicaCMG, the Leader as Coach course formed part of a cultural change programme in the Portuguese business. The course was delivered to a range of staff including Operations Directors, Business Unit Managers and Sales Managers. The learning was applied to empower staff going through a major change programme.

### Testimonials

*"This programme has made a big impact on me. I would encourage anyone who truly wants to 'make a difference' to attend"*

*"So far the programme has helped me to think about the different ways I can help people to help themselves rather than trying to move to provide the answers."*

*"Through coaching there is a chance to get to the heart of potential blockages within people and therefore within the organisation plus helping people to go further than they thought they could."*