



## Coaching Skills

Training supervisors to be a part of the employee development process helps organizations leverage two of their most important assets, their people and their collective wisdom. This course provides participants a framework for the coaching process, as well as individual approaches to guide coaching sessions in a variety of scenarios.

### Focus

This course is for people who need to develop the skills of others. Whether the coaching program is formal or informal, learning the core skills of coaching will help those who need to help others succeed.

**Length**      8 Hours

### Performance Objectives

- Identify the benefits of coaching
- Identify work situations that require coaching
- Use a model to assess performance potential and develop appropriate responses
- Apply a coaching process to successfully deal with performance goals and issues
- Develop mutually agreeable plans for development and improvement

### Course modules include:

<b>Coaching Basics</b>	This module focuses on the key concepts of coaching skills and introduces the principles used throughout the session.
<b>Skills of a Coach</b>	Coaching leverages three core skills, observing, communicating and building relationships. This module reviews each skill in the context of coaching.
<b>Coaching Framework</b>	Coaching draws on fundamental management skills by putting the focus on developing others.
<b>Applying Coaching Models</b>	The GROW model is a simplistic, flexible process that incorporates each step of the coaching process.