



coaching



ng

for performance

3-part programme for leaders wanting to develop their coaching and mentoring skills



Alison Jones
COACHING

A blended coaching programme that'll support people-leaders in becoming confident and skilled coach-mentors.

In order to learn something new we need to create and strengthen the pathways in our brain (hello, muscle memory!).

The first time we do something new we don't have an existing pathway in our brain; we need to create it. Designed to compliment the way our brains work, workshops are delivered bi-weekly to give individuals the time to reflect upon + implement the tools explored during the previous session.

In other words, we create the perfect environment for people to create that muscle memory, so they feel confident to put into practice what they've learnt.



We're Not Your Typical Consultancy, so Why Us?

Personal, tailored + never off the shelf. Overcome real-life, real-time concerns so individuals feel confident + empowered to make an impact from day one.

Keep it simple. With a focus on useful + actionable tools that actually work. Tested in the real world and backed by neuroscience.

Not so much theory. We create super-experiential learning experiences that help create muscle memory + enable people to create change for the better.



**EXPERIENCED +
QUALIFIED
COACH-FACILITATOR**

Your programme will be facilitated by an experienced and qualified coach-mentor

IN THE WORKSHOPS

With a focus on practical and easy-to-implement tools, these super-interactive sessions will provide a safe space for leaders to develop their ability to coach + mentor their teams.

There'll be plenty of opportunities for group discussions, reflection and accountability throughout the workshops. **Plus - a whole lot of time for putting what we've explored into practice. In other words, a lot of our time together will be them coaching!**

Our role is very much that of partner, facilitator and coach. Leaders will think critically about how what we explore applies directly to them in a way that is meaningful and tangible for them.



Your (not so) Typical Coaching Programme

Over the next few pages you'll find an overview of the 3 workshops. We'll spend some time with you beforehand, getting to understand how the business works so the sessions are meaningful + results are amplified.



Workshop 1

Intro to Coaching + Mentoring

1. Intro to Coaching + Mentoring

By the end of this 2 hour interactive workshop, individuals will:

- Understand what coaching + mentoring is... and what they're not!
- Know how to build trust quickly with others, ensuring the right foundation for any coaching or mentoring relationship
- Be able to sensitively and appropriately signpost where they feel an individual may be experiencing poor mental health
- Be able to confidently contract with individuals they're coaching (or mentoring!)

Workshop 2

Coaching Models

2. Coaching Models

By the end of this 2 hour interactive workshop, individuals will:

- Know how to use + apply the GROW and OSCAR coaching models to coaching conversations
- Be able to ask curious and insightful coaching-style questions to help facilitate the coachee's thinking and learning
- Feel confident switching hats between the role of coach and mentor
- Practice their coaching skills with their peers from the programme

Workshop 3

Challenging Coaching

3. Challenging Coaching

By the end of this 2 hour interactive workshop, individuals will:

- Feel confident to give difficult, on the spot, feedback during a coaching or mentoring session
- Be able to ask challenging coaching-style questions to broaden an individual's thinking outside of their comfort zone
- Feel comfortable holding the space, to facilitate greater learning for the individual they're working with
- Practice their coaching + mentoring skills with peers from the programme

**HUMBLE
BRAGS
+ CLIENT
LOVE**





100% of people rated the session **5 out of 5** and that they found the session **engaging, enjoyable and that content was appropriate and interesting.**



Great session on Coaching introducing the OSCAR model to the business. I have traditionally used the GROW model but it was nice adding another tool to my leadership toolkit. OSCAR created a real buzz in the session - lots of people feeling excited to use it as the basis for coaching conversations going forwards.



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Want to chat more?

info@alisonjonescoaching.co.uk

www.alisonjonescoaching.co.uk



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