

# High Performance Coaching

½ and 1 day in-house course

Increase productivity, improve motivation and enhance results by developing a consistent and effective approach to coaching.

## Overview of course content

- Understand coaching, its role and the qualities and behaviours required to be successful.
- Create the right environment and build coaching relationships.
- Using the GROW model, setting clear objectives for measuring success.

In addition the one day course provides a deeper level of understanding that looks at coaching and mentoring, and how to make sustainable changes in the way you lead and manage your people.

**// Effective coaching is the key to enhancing the motivation and performance of staff. //**

## A brief history...

Coaching is becoming a major part of the role of a manager. We developed this highly interactive and participative course to help raise the quality and effectiveness of coaching in the workplace. The techniques and approaches can be used in both coaching and mentoring situations, as they focus on adopting the right behaviours and approaches in order to achieve real results.

## Key benefits

Recognise the right approach and benefits of adopting a coaching leadership style.

Create the right environment for effective coaching - based on trust and credibility.

Work collaboratively through building rapport and communicating effectively.

Set measureable objectives and link to the GROW model to offer a rounded approach to coaching.

Deliver Feedback to improve performance, even when the going gets tough.



## Duration and format

One or half-day in-house course that can be tailored to specific needs.

## Who is this course for?

Leaders and managers at all levels who want to achieve high levels of capability in coaching and mentoring to improve performance.

Those who are new to coaching and wish to adopt a new approach to how they lead and manage their teams.

# High Performance Coaching

Additional course detail

## What's it all about?

In today's ever-changing business environment, coaching is probably the most effective method available to managers and team members to develop skills and thereby increase performance.

Many organisations now support a coaching culture; however, it is only the most dedicated of managers who implement this effectively as part of their management style. Coaching is the technique that enables us to get the best out of other people. It can provide empowerment and support in a wide variety of ways.

Coaching is a powerful skill, which is now proving highly effective within many organisations. Every significant study of effective managers concludes that those managers who get the most out of their staff spend a high proportion of their time and energy coaching others.

## How do we do it?

The half-day course provides a real understanding of how coaching can improve the way you lead and manage your people to achieve greater results in productivity and motivation, including:

### Understanding coaching

- What is coaching and the role of a great coach?
- Success in coaching - qualities and behaviours.

### Creating a coaching environment and building coaching relationships

- Develop the right climate.
- Trust and confidentiality.
- Communicate effectively and build rapport.

### GROW into coaching

- The GROW model.
- Set truly clear objectives and measure success.

In addition, the one day course provides a deeper level of understanding that looks at coaching and mentoring, and how to make sustainable change in the way you lead and manage your people, and:

### Practicalities of Coaching

- When to coach and when to direct.
- Great questioning, demonstration and role modelling.

### Feedback

- Deliver feedback positively with improvement in mind.
- Monitoring poor performance, manage conflict and challenges.

### Mentoring

- Its purpose and developing your style.

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Additional course detail

## Continue and refresh your learning even after the course...

...all attendees on this course receive FREE access to the exclusive 'High Performance Coaching' post course learning area of the Illumine website.

## How can I take this programme?

*In-house courses* - suitable for organisations that want to develop teams or groups of individuals from across the organisation. Programmes can be geared towards your organisation or industry sector with relevant activities, examples and case studies.

Discuss your needs with an account manager on +44(0)1753 866633 or email [inhouse@illumine.co.uk](mailto:inhouse@illumine.co.uk).

### Related Courses

#### Facilitation and Meeting Skills

The course that develops strong facilitation and meeting skills.

## Continuous Development

CPD recognition is awarded on both public workshops and in-house courses, being dependent on the number of hours spent learning. On request Illumine will provide a certificate of attendance for you to use as evidence and attach to your record card.

### About Illumine

Illumine Training provides management and personal skills development, focused on developing *better brains for better business*.

The range of courses and workshops is split into six business critical areas and are delivered through:

**Public Workshops** - 1 and 2 day workshops.

**In-house Courses** - Specifically for teams or groups from within an organisation, tailoring as necessary.

**FIT Sessions** - In-house bite-size (90 minute) learning sessions designed by Illumine to maximise learning in the minimum time possible.

**Other Options** - E-learning, Facilitation, Coaching, Away-days and Speakers.