

Coaching for Development

Help Employees Achieve Their Full Potential

Course Objectives

Successful completion of this course will increase your ability to:

- Learn to discern the difference between coaching and other development strategies.
- Identify the value of providing timely, effective coaching with staff.
- Practice giving effective feedback and holding employees accountable.
- Strategies for coaching employees when poor performance is a problem.
- Complete the Coaching Skills Inventory and learn a step-by-step meeting model for coaching staff.
- Identify positive feedback as a performance improvement mechanism.
- Discover effective strategies for managing challenges.
- Establish and maintain a successful coaching relationship with an employee.

How You Will Benefit

To remain competitive, companies need to retain valuable employees, address problems that interfere with productivity, and help employees achieve their full potential. But the traditional “command and control” method of managing employees has been shown to be less effective than involving people in their own development—and the best way to do this is to guide them through improvement and accountability.

The ability to coach helps you increase your employees’ commitment and level of engagement, and helps you avoid and handle problems that interfere with working relationships and productivity. Coaching others can also make it easier for you to achieve your own goals and make you more valuable to your organization.

What the Course Offers

- Interactive learning setting
- Opportunity to apply the concepts through role-play
- Thorough set of materials: Participant Guide and one-page RM Desk Reference
- Coaching Skills Inventory Assessment (per person fee applies)

Key Topics Covered

This course explores the following subjects in depth:

- How coaching differs from teaching, mentoring, counseling, and directing.
- Laying the foundation for successful coaching through rapport, trust and accountability.
- Complete the Coaching Skills Inventory to assess your current strengths and areas for development as a coach.
- How to set specific, relevant, and achievable goals by asking the right questions.
- Creating a development plan with specific actions, a timeline, and accountability measures.
- Rewarding efforts and acknowledging small wins to encourage motivation and goal commitment.
- Strengthening relationships and ensuring goals are understood with active listening.
- Providing helpful feedback to be sure the employee is on the right track and to identify areas for improvement.
- Identifying and handling common coaching challenges.
- Evaluating the goals and situation when coaching doesn’t achieve the desired results.

Length of Course

- 1 day

Audience

- Supervisors/Managers



[CONTACT US](#)

Ouida Vendryes
President
845-291-7151
Ouida@ResolutionManagement.com
www.ResolutionManagement.com

