

Introduction to Coaching

Module 1: Day 1

1. **Recognising who you are being** – Taking the coaching conversations from a place of 'doing' to 'being'. Providing the delegates with relevant tools to operate at a deeper level. Approaches include expanding goals, shedding emotional/cognitive baggage and achieving results.
2. **Defining the purpose of coaching** – Understanding the different types of coaching so that we can grasp and communicate our purpose. Recognising how conversations are initiated and the factors that lead to successful relationships provides us with the practical appreciation of how we can unlock leadership potential
3. **Applying a structured approach to our conversations** - Skilful use of the GROW model allowing us to pinpoint specific actions necessary to bring about change. Thus allowing stretching goals to be agreed, exploring current reality, developing options and identifying a way forward.

Intermediate Coaching

Module 2: Day 2

4. **Questioning to initiate change** - Identifying the different types of questions and the concept of perception enables us to expand our levels of questioning and the possibilities that we can create. Taking us on a journey that reframes situations and relationships.
5. **Developing attentive listening** - Listening is a far more difficult process than most people think. Really to listen in the way that is meant by effective coaches and mentors is to let go utterly of ourselves, all the information, all the concepts and prejudices.
6. **It's Not About the Coach – developing coachability** - This session is designed so that the coachee can get the most from coaching. Inspiring them to - make informed choices about coaching, discover readiness for coaching and develop the values required by coaches.

Advanced Coaching

Module 3: Day 3

7. **Observing ourselves and others** - People's behaviours are always correlated to the way they see the world, to shift behaviour one has to shift how people see the world. Coaching and mentoring engagements must include intentional activities focussed on changing perceptions.
8. **Exploring the cognitive and emotional levels** - On the conversational journey of coaching and mentoring we need a coherent model of individual change. Referring to primary targets for change that are both accessible and deep which begin to access our cognitions and emotions.
Developing a coaching culture - Shifting culture can seem like an enormous task, which is why we view coaching across 3 different levels – individuals, team and organisation wide. Furthermore, we recognise that culture operates on different levels of maturity, describe these as – knowing, doing and being we can make a positive impact on coaching culture.