

Coaching For Greater Performance

Developing staff performance by using coaching skills

This programme develops coaching skills in the context of leadership to build a wider portfolio of skills for middle and senior managers and to enable them to build creativity and responsibility among their staff.

The programme includes theoretical input on coaching, and its context of relationship-building and leadership styles (e.g. Situational Leadership[®], together with coaching practice). Participants are required to use the coaching skills learned in between sessions and to report back in a way that creates further learning.

The programme can be extended by personal profiling so that participants are helped to recognise their own communication and leadership styles and use these to best advantage, or to provide individual coaching to participants after the end of the course.

Topics Covered

- Understanding personality and building rapport, using tools such as Insights[®] Discovery
- Approaches to leadership, and when to use coaching individually and organisationally
- How to coach, and introducing models such as GROW

Learning Outcomes

- Increased understanding of leadership styles and when to use them
- Coaching skills developed through practice to use with staff and in peer support
- Improved relationships and team-working
- Growth in confidence, creativity, and independent thinking in your direct reports.

An additional cost per person may be incurred if the

Richard Hovey



Richard has over 30 years experience in business and in the third sector including plc's such as Intel and GEC-Marconi. His SME experience ranges from sales and marketing in the IT sector to CFO of an advertising agency.

In the not-for-profit sector he has held director level and trustee appointments. He has held significant positions in almost every core business function, which means that he can easily relate to the issues that leaders face.

Richard's skills have developed through independent coaching and working as manager-as-coach, so he is able both to develop leaders and to train them to use coaching in their own work. His recognition of the often unmet support needs of CEOs and directors of smaller organisations has led him to focus on working with people in these demanding leadership roles

Richard values uniqueness and tailors his approach to the individuality of his clients. Underlying all Richard's work is the belief that when people reflect on their experience and understand themselves - their personality, strengths, and ways of communicating -this transforms the way that they live and work as well as building the organisations that they are part of. "To do new things we need to see in fresh ways."