



## Performance Coaching

**Duration: 1 Days**    **Course Code: 8623**

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### Overview:

In this training course, you learn the basics of a good coaching session. Whether you're coaching a co-worker, an employee in your team, an entire team or using agile coaching, the mindset, the steps in the 'engagement process' and the techniques used are all the same, and will be taught during this training course.

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### Target Audience:

Leaders at all levels: vice presidents, directors, managers, supervisors, team leaders, peer coaches, project managers and anyone who wants to be more effective and creative as a leader and contributor

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### Objectives:

- What You'll Learn:
  - Understand your coaching capabilities through a coaching assessment
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  - What coaching is and is not
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  - Apply and practice the four-step Coaching Process (Initiate, Clarify, Explore, Act) in a real work situation
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  - Create an environment of mutual respect and trust
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  - Use questioning techniques to better identify the coaching topic
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  - Gain commitment from employees on the coaching topic
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  - Actively listen to solicit information and increase employee comfort
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  - Engage in non-judgmental questions with employees to open up new possibilities
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  - Check and challenge your/your employees' assumptions to overcome barriers and blind spots
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  - Promote brainstorming to discover alternatives, new frames of reference, and ways forward
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  - Reframe problems to overcome old frames of reference and limiting beliefs
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  - Select alternatives for the way forward
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  - Overcome resistance to new ideas and stretch personal capabilities
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  - Contract a mutual agreement of accountability for the way forward
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  - Follow up effectively on progress toward the desired future
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  - Apply this practical learning in the workplace immediately
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  - Seek feedback on coaching skills
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### Follow-on-Courses:

- Leading with Impact Foundations Program
  - Motivate for Full Engagement
  - Fundamentals of Communication
  - Delegate for Results
  - Fundamentals of Feedback
  - Align for Results
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### Further Information:

For More information, or to book your course, please call us on 0800/84.009

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[www.globalknowledge.com/en-be/](http://www.globalknowledge.com/en-be/)