

## **EQuipt to Coach** a 3-day programme to establish Coaching Skills

**Are you successful at coaching your employees?** In Julia and Trenton Milner's studying and working with companies on this topic, they've observed that when many executives/managers say "yes," they're ill-equipped to answer the question. Why? For one thing, managers tend to think they're coaching when they're actually just telling their employees what to do.

According to Sir John Whitmore, a leading figure in executive coaching, the definition of coaching is "unlocking a person's potential to maximize their own performance. It is helping them to learn rather than teaching them." When done right, coaching can also help with employee engagement; it is often more motivating to bring your expertise to a situation than to be told what to do.

**Dates:** 19-20 & 27 Sept 2018 + 2 follow up half days via online Zoom classroom: 11 Oct & 15 Nov 2018 08h30 – 13h00

**Time:** 08h30 – 16h00

**Cost:** R9,900 per person (Excl VAT)

**Including:**

- SDI Personality Portrait;
- Workbook and training material,
- 2 Coaching sessions at Strong Foundation
- Personalised Certificate
- Expert Coaching facilitators & mentors

**OR** contact us for **in-house** training!

**Bookings:** support@strongfoundation.co.za



**Passionate about people development?**

**Aspects covered in our program:**

- Understand what coaching is and is not
- Defining and understanding principles, beliefs, values and ethics that motivate coaching
- Understanding myself, my strengths, weaknesses and blind spots and how this will affect coaching interactions (*SDI Personality Portrait*)
- Working with the GROW coaching model
- Essential skills for effective coaching
- Acquiring competence in the coaching process – from contracting to concluding
- Understanding different coaching approaches
- The manager as coach – how to merge the roles
- To coach or not to coach... choosing the correct approach (a model to help understand when coaching is appropriate and when not)
- Barriers to Coaching and common mistakes
- Showing competence in a coaching conversation
- Social Awareness
  - Awareness of emotions, needs and concerns of others
  - The power of Empathy and validation
  - Recognising the importance of group dynamics

***"Coaching isn't an addition to a leader's job; it's an integral part of it"***

