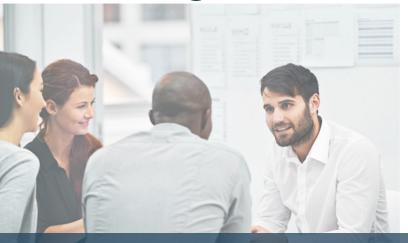
Coaching Skills





PROGRAM: KEY ELEMENTS

- Improve the coaching capability
- Shift the ownership of coaching conversations to leaders
- Enable leaders to lean into difficult conversations
- Develop more accountability through conversations
- Build a culture of feedback and coaching
- Leaders investing more time in coaching

Engagement

Accountability

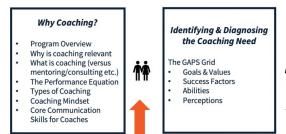
High-Performance

Coaching Skills & Coaching for Behaviour Change Coaching for INTRODUCTION Difficult Follow Up Session Ownership & Performance Accountability Leadership What changes behaviour? Performance Drivers Learning review Pull – Push Responsibility Why? Transforming Your Engagement and Impact The Performance Coaching as a style of Questions for behaviour What is Coaching? Equation Leadership Performance Program Overview Story telling Coaching Mindset Coaching Structure Following more than When to Coach: Impacts and Benefits Reinforcing ongoing leading **Coaching Situations:** Coaching Process change and **Coaching Conversation** Business and Life **Expectations and** improvement Giving feedback Coaching Tool Kit Engagement **Coaching Scenarios** What does success Leaning into difficult look like? Coaching Coaching Scenarios behaviours conversations Coaching Interviews License to Drive Guiding to empower

WHY COACHING SKILLS

- The cost of staff attrition is 175% of a person's salary. People join companies and leave leaders. If People Managers are not adapting to individuals, investing time to have effective conversations, being constructive in their leadership style to empower growth and development people will leave.
- The Great Resignation The current context of change, uncertainty, resilience, health issues and
 disruption fatigue has all led to people leaving organisations to seek something new. If People
 managers are having effective conversations to create clarity and focus, staff will be fulfilled,
 engaged and want to stay.
- Remote Management We have less visibility and control managing remote teams. Balancing driving performance with empathy and wellbeing is critical and more nuanced with less direct communication. People Managers need new tools to help them.
- High Performance Team and Culture To build high performance in a team with a great culture you need a high degree of feedback, empowerment and challenge. This requires new behaviours and more advanced ways to motivate and harness the potential of those around you.

Training Pathway



Coaching Practice



How to have the coaching

individual's

development needs



Coaching Roleplays The development pipeline Coaching Roleplay





Coaching Practice Coaching
Triads meeting

Coaching Practice