

Performance Coaching Programme

A coaching short-course helping to introduce a coaching approach to improving performance within your business or organisation. Learning the fundamental principles of coaching and how it can be used to empower others' performances helps leaders and managers to increase the accomplishments, well-being and positivity within their teams.

This training is inter-active, engaging and thought-provoking. Consisting of 4 half-day sessions (or 2 -full day sessions) and designed specifically to provide the skills, awareness and confidence to use coaching as a performance enhancing tool.

Duration – 12hrs (4 x half-day sessions or 2 x full-day sessions)

Delivery – Over Zoom (or in-person if logistics allow)

Content

Session 1 – What Coaching Really Is & How to Use It

Session 2 – Quality Listening and Questioning

Session 3 – Perspective, Purpose and Progress Coaching

Session 4 – The BRIGHT Framework

The Sessions

Session 1 – What Coaching Really Is & How to Use It

Truly understanding what coaching really is and how to use it, provides the greatest of resources to create real and lasting empowerment for those around you.

By the end of this session you will...

- Understand what coaching really is and isn't
- Learn how to implement a coaching approach
- Know when coaching is and isn't appropriate

Session 2 – Quality Listening and Questioning

The quality of your listening and questioning are the most important aspects of your communication with others, yet most of us don't really understand the skill required to create deep listening and empowering questions.

By the end of this session you will

- Know the 4 levels of listening and the difference they make.

- Understand how to deepen your listening
- Learn how to ask Heart rather than Head questions

Session 3 – Perspective, Purpose and Progress Coaching

Being able to coach from different positions and provide range in your coaching offers a greater depth of development and growth for those you work with.

By the end of this session you will

- Know the difference between the 3 P's
- Understand how to ask questions from different coaching positions
- Respond effectively to the needs of the conversation

Session 4 – The BRIGHT Framework

Understanding and having a coaching framework to work alongside enables you to effectively reflect and review the coaching process and gives you a scaffolding for your coaching conversations.

By the end of this session you will

- Understand the elements of the BRIGHT framework
- Recognise the surface and deeper realities
- Be able to implement STAR actions and accountability