

## **Strengths-Based Coaching**

Enlightening coaching training which empowers people to establish a strength-based coaching culture within their business or organisation. Learning how to work in a strengths-based and person-centred way, enables leaders and staff to create a culture which cascades throughout the whole organisation. Developing current coaching skill sets and giving participants new ways of working and thinking.

This programme is inter-active, engaging and thought-provoking. Consisting of 6 half-day sessions (or 3 -full day sessions) and designed specifically to provide leaders and managers the skills to consciously work in a strengths-based and person-centred way.

**Duration** – 18hrs (6 x half-day sessions or 3 x full-day sessions)

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

### **Content**

Session 1 – A Strengths-Based Coaching Approach

Session 2 – Quality Listening and Questioning

Session 3 – Coaching Connections

Session 4 – Coaching Conversations

Session 5 – Coaching for Growth

Session 6 – Coaching for Development

### **The Sessions**

#### **Session 1 – A Strengths-Based Coaching Approach**

Truly understanding what strengths-based 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...*

- Learn how to implement a strengths-based coaching approach.
- Recognise 'Maps of the World' and how to be non-directive.
- Understand the BRIGHT Coaching Framework

#### **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 – Coaching Connections**

Connection is the key to quality coaching, and it sits at the heart of any successful coaching programme. Better connections enable deeper conversations.

*By the end of this session you will...*

- *Understand how connection really works.*
- *Learn how to move through the 3R's.*
- *Recognise what gets in the way of quality connection.*

### **Session 4 – Coaching Conversations**

Knowing how to have everyday coaching conversations creates a culture of coaching within your team, organisation and clients.

*By the end of this session you will...*

- *Understand and use Perspective, Purpose and Progress questioning.*
- *Know how to create a culture of ownership and avoid the Drama Triangle.*
- *Respond effectively to the needs of the conversation*

### **Session 5 – Coaching for Growth**

Helping people to navigating transitions can be a tricky business. Increasing your awareness of growth and change, and how to coach through them is vital to successful transitions.

*By the end of this session you will...*

- *Understand the difference between change and growth.*
- *Learn what hinders people from truly growing.*
- *Know how to best coach through times of transition.*

### **Session 6 – Coaching for Development**

Empowering people to development means not only helping them to know how to develop themselves now, but also into the future and beyond the life of the coaching relationship.

*By the end of this session you will...*

- Recognise the 'surface' and 'deeper' realities.
- Learn how to use STAR Actions to create growth.
- Know how to develop and hold accountability.