

Course Title	Coaching for Performance	Duration	Two days	Development
Outcomes	By the end of this training, your delegate will: <ul style="list-style-type: none"> ✓ learn how to use coaching techniques one-to-one ; ✓ understand the steps involved in making coaching a continuing process ; ✓ explore a variety of techniques that may be used in coaching ; and ✓ demonstrate competence in coaching techniques. 			
Prerequisites	This course contains a compulsory pre-course element that requires delegates to spend around an hour thinking about their job and performance at work, and a further half hour in discussion with their line manager. The nature of the event means that any delegate who does not carry out the pre-course will not be able to undertake the course.			
<i>NB : The course requires an even number of delegates, in order that the practice session can be run efficiently.</i>				
Session	Aim	Content		
Introduction	Explain the aims of the course and understand particular objectives of individual delegates	<ul style="list-style-type: none"> ◆ Introductions ◆ Understand the objectives and the process of the course ◆ Agree what outcomes are required 		
About coaching	Learn how to use coaching techniques one-to-one and in the training room	<ul style="list-style-type: none"> ◆ What is coaching and when to coach ◆ The learning & development continuum ◆ Coaching in a learning environment ◆ Coaching groups and individuals 		
The steps involved	Understand the steps involved in making coaching a continuing process	<ul style="list-style-type: none"> ◆ The G.R.O.W. model ◆ The responsibility for change and the coaching contract ◆ Continuous development 		
Coaching techniques	Explore a variety of techniques that may be used in coaching	<ul style="list-style-type: none"> ◆ Coaching questions ◆ The wheel of life ◆ Setting goals and placing them in the future ◆ Prioritising - important vs. urgent ◆ Perceptual positions ◆ Meta programmes and motivation ◆ Handling feelings ◆ Action planning ◆ Mental rehearsal ◆ 'Note to self' 		
Practice	Demonstrate competence in coaching techniques	<ul style="list-style-type: none"> ◆ Agree a coaching contract ◆ Plan a coaching session ◆ Select an appropriate technique to use ◆ Coach a fellow delegate ◆ Agree an action plan 		
Book this course now :				
Cost	Price Code D (In-House only)			
To book this event	ITS Training (UK) Ltd, 21/22 Oliver House, 23 Hall St, Chelmsford, Essex. CM2 0HG Tel: 08454 300 262 e-mail:bookings@its-training-uk.com			