

Coaching in the Workplace

Course Duration – 2.5 Days (Day 1 and 2 are in the classroom, followed 2-3 weeks later by a half day workshop to allow for experiential learning in the workplace).

Course Cost – \$1050 pp

CLF level Alignment



M MDF Alignment



Prerequisite

Prior to attending the first day of training, participants will be asked to complete a 15-minute survey about their coaching experiences, as a coach and, or when being coached. The survey will also include, action oriented, coaching questions such as ‘what are the three most important outcomes you want from participating in this training?’ This pre-workshop survey will unfold into learning the first principle of being an excellent workplace coach.

Overview

Days 1 and 2 - you will learn the essential principles, strategies and tools to be an excellent workplace coach. You will gain the knowledge through workshop participation and learning that will enable you to confidently bring out the best in others and in doing so, you will also learn how to bring out the best in yourself.

Day 3 - is delivered 2-3 weeks later to allow you time to practice what you have learnt at the workplace. This is a highly interactive half-day session designed to focus on your experiences, answer any new questions and to consolidate your learning. This session can be attended either by teleconference or video conference (dependent on venue facilities) if you are unable to physically attend due to travel and distance issues.

Workplace coaching is not management skills re-packaged and neither is it therapy or counselling, although coaching does use some of the same foundational communication processes. Coaching is about resourcefulness, performance and action. It is also about having ‘a coach in your corner who champions you’.

Who should attend this course?

This workshop is for anyone wanting to learn the process of building a strong team by equipping people with the tools, knowledge, and opportunities they need to fully develop themselves to be effective and action oriented in their commitment to themselves, their work and their team.

Topics Covered

- ◆ What Coaching is and what it isn't
- ◆ The Skills and Attributes of an Excellent Workplace Coach
- ◆ The Principles of Success
- ◆ Understanding the Foundations of Human Behaviour
- ◆ The GROW Model
- ◆ Powerful and Effective Questions
- ◆ Putting Coaching into Practice
- ◆ Triad Reflection
- ◆ Context as Opposed to Content
- ◆ The Next Level of Human Behaviour - The six core needs of fulfilment
- ◆ Feedback and Accountability
- ◆ Self-Reflection and Ongoing Learning and Support

Learning Outcomes

As a result of attending the 2.5 day session and engaging in the Workplace Learning Activity (triads) participants will:

- ◆ Understand the importance and capability that coaching has as a high-performance development strategy
- ◆ Understand how coaching enhances strength and confidence in individuals and how this directly and positively builds strength within a team
- ◆ Know how coaching differs from mentoring and counselling and why it is so powerful in terms of action and collaboration
- ◆ Identify their own strengths and come to know and manage themselves even more effectively
- ◆ Give them a sound model and structure for the setting of goals and action plans – including accountability and flexibility
- ◆ Gain valuable insights into the fundamentals and nuances of human behaviour – something we should have all learned at school
- ◆ Have the skills and tools to coach individuals to do and most importantly be their best

Topics covered from the Middle Management Development Framework

- ◆ Coaching in the Workplace

How to enrol?

[Click here](#) to download the OCPE Course Enrolment Form.

Completed enrolment forms are to be emailed to: swpd.ocpe@nt.gov.au.

To find out more about this course contact:

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