

Coaching in the Workplace

Coach your team to success and become a great leader in the process

Course Duration – 2.5 Days

Sequence: Days 1 and 2 classroom learning
3 – 4 weeks experiential (practice in the workplace)
½ day classroom or virtual debrief to consolidate learning

Course Cost – \$1050 pp

CLF level Alignment



Middle Manager Development Framework Alignment



Overview

Can you think back to an amazing coach you've had in the past? If you've ever had a really good coach, you're not likely to forget it. Good coaches make learning a positive experience, inspiring each individual to work hard and to their full potential. Just because someone is in a management role, doesn't mean they have strong coaching skills. Just like any sport, coaching in the workplace focuses on improving the skills of each employee, through setting goals, monitoring performance, and providing feedback.

Who should attend this course?

Managers wanting to develop their coaching skills to confidently bring out the best in others and in doing so, learn how to bring out the best in themselves.

Topic 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 day theory session; engaging in the Workplace Learning Activity (triads); and attending the half day debrief to consolidate learning, 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

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.

Middle Manager Development Framework Alignment

- ◆ Coaching in the Workplace

To find out more about this course contact:

Office of the Commissioner for Public Employment

Phone: (08) 8999 3708

Email: swpd.ocpe@nt.gov.au