

Coaching for Results

Unlock potential and deliver higher levels of performance

3gHR's Coaching For Results programme recognises the key role Managers have in supporting others to grow beyond their current responsibilities.

This one day programme is designed to help Managers differentiate between reactive and responsive performance management techniques, in order to know when to "direct" and when to "coach"; a dilemma many Managers face.

Giving constructive feedback and providing effective coaching can be daunting. This programme provides tools, processes and practice, helping Managers embrace and gain confidence in fundamental coaching techniques.

The workshop is experiential, energetic and practical; which means participants will leave feeling more confident in their skills and motivated to implement personal action plans. Participants will develop their own 'coaching action map' of their team, aligning specific tactics in order to develop self-awareness and enhance performance.

The Learning Outcomes

- Confront poor performance
- Appreciate the link between development and high performance
- Recognise the differences in development needs for different team members (using "Skill/Will" model)
- Understand how development occurs and supports optimal learning (using "Learning Styles")
- Apply innovative development options (using "70:20:10")
- Ask questions to help people think differently about a situation
- Encourage the exploration of alternative perspectives
- Help others open up and be honest
- Conduct virtual coaching/just in time "speed" coaching
- Understand the difference between coaching and mentoring and how both can be used as key development interventions

