The Coaching Leader: Building Accountability and Results Training

Duration: **2 Day**

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IT Academy
info@bilginc.com
bilginc.com

Learn to coach individuals towards becoming responsible for proactively defining goals and achieving accountability to their commitments.

Coaching is an essential part of being a manager and leader. The Coaching For Performance Improvement training course will provide you with the skills needed to coach individuals into becoming responsible for proactively defining goals and achieving accountability to their commitments. You will understand how to utilize coaching to motivate and support individuals to help them successfully meet their goals.

You will understand how the various aspects of coaching skills (such as defining the opportunity or problem, analyzing options, and developing an action plan) can motivate and support individuals to help them successfully meet their goals.

Who Should Attend?

Leaders at all levels: vice presidents, directors, managers, supervisors, team leaders, peer coaches, project managers and anyone who wants to be more effective and creative as a leader and contributor.

What You Will Learn

- Discover the key elements to successful coaching relationships
- Identify the four steps of a coaching session and how they are applied in various contexts
- Understand common challenges to successful coaching and discover strategies for managing them
- Establish and maintain a successful coaching relationship with your employees
- Apply coaching techniques for:
  - Performance improvement
  - Career development
  - Training for specific skills
  - Coaching a business team

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Training Outline

Module 1: Coaching for Performance Improvement

- An Overview of Coaching
- Conducting a Coaching Session
- Communication Skills: Becoming an Expert Questioner
- Communication Techniques: Inquiry and Advocacy
- Coaching for Performance Improvement
- Define the Opportunity or Problem
- Analyze Options
- Develop an Action Plan

Module 2: Coaching for Career Development

- The Career Coaching Process
- Finding Energy, Joy and Passion
- What Next?
- Finding Your Passion
- Setting SMART Goals

Module 3: Coaching for Training Specific Skills

- Implementing the Steps to Effective Coaching
- Brainstorming Around a Task
- Coaching: the Skill of Active Listening

Module 4: Coaching a Business Team

- What Makes an Effective Business Team Coach?
- Coaching Techniques: Empowering Team Members
- Conversation: Rewards and Recognition as a Springboard to Improvement
- Action plan
- Solutions for every training challenge