

Enabling Mindset Change.

Coaching for Exceptional Performance.

Overview.

Coaching for Exceptional Performance transforms managers into successful team coaches who can empower their people to work more effectively together. Using focused participation to explore how effective 'people managers' coach and develop teams, participants are encouraged to question their perceptions and beliefs about individuals and to structure feedback and expectations in the context of future potential rather than past performance.

Business benefits.

Through the development of a coaching culture an organisation will achieve stronger, more effective, relationships between managers and teams, improving motivation and trust. This in turn raises job satisfaction and facilitates the transformation of the workforce into a successful, high performing team.

Outcomes.

- Adopt new people management behaviours
- Use a coaching paradigm to constantly unlock individual potential
- Capitalise on, and access, the management skills they have learned
- Act as an effective coach with the ability to assess and use the right technique for individual situations
- Develop a performance-focused and performer-centred coaching style that encourages personal responsibility and independence
- Spend time helping people clarify positive goals that will inspire the commitment and ownership to achieve them
- Structure feedback to create a motivating learning experience rather than a judgemental experience that generates a defensive response
- Use a question-centred approach to clarify the learner's reality of each issue
- Encourage individuals to explore options and multiple solutions to challenges

Duration.

1 or 2 days.