

# Coaching to Develop Team Performance



Developing the performance of your team by coaching the individual is an essential skill for a successful manager. Effective coaching is a learned skill. Coaches need to be able to inspire and empower others to develop goals and achieve their personal and organisational objectives. Coaching includes motivating team players, transferring knowledge, inspiring co-operation, and shaping behaviour. In this workshop, you will learn to:

- Understand the importance of coaching
- Identify opportunities for coaching
- Uncover potential barriers to coaching and how to overcome them
- Practice the major steps in the coaching process

## Who Will Benefit?

Managers and project leaders who are committed to improving the performance of others

## Course Outline

- Coaching: its definition and implications for organisations
- The different coaching tools
- Evaluating your coaching style
- Tactics and strategies for motivating others
- Influencing skills that encourage others
- Giving negative feedback
- Handling difficult situations
- Using questioning techniques to promote independent thinking
- Fostering formal and informal leadership
- How to "coach" one's peers
- Establishing an acceptance of the coaching process
- How to recognise and improve skill deficiencies in others
- Counselling employees about personal issues that affect job performance

## Duration

1 Day

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