



Collaborative Coaching For Results

Duration: Two-day Workshop

Motivation and skills development are two key factors that directly impact the productivity of your employees, their loyalty to your organization and their commitment to achieving your business objectives. Strengthen your ability to develop employees' skills through one-on-one coaching and individualized feedback. This in turn will improve employee satisfaction and retention, reducing the cost of employee turnover and increasing effectiveness and efficiency. Collaborative Coaching For Results provides managers, superintendents, supervisors, team leaders and directors with the tools and techniques needed to motivate and inspire your employees, engage their commitment to the coaching process and implement action plans for improved performance.

Objectives

- Learn and practice the 4-Step Coaching Continuum®.
- Discover tools and techniques that will enhance your coaching sessions and fine-tune your communication skills.
- Manage the conversation with an assertive, "action oriented" approach.
- Flex your behaviour style to better match your employees'.
- Learn what's required to gain ongoing commitment to the coaching process from both manager and employee, and how to maximize the impact on performance.

Workshop Topics:

- Principles of coaching, mentoring, counseling and training.
- Coaching benefits and roadblocks.
- Look at reasons why employees' performance changes.
- The Coaching Continuum® is a 4-step collaborative approach to coaching.
- How to deal with resistance to coaching.
- Cover techniques on providing both constructive and positive feedback that fosters relationships.
- Discuss and practice communication skills that are critical to a successful coaching session.
- Access your current coaching/leadership style.
- Utilize a self-assessment tool that results in a better understanding of your behaviours and helps in identifying and minimizing potential conflicts with others.
- Develop and retain top talent.
- Intensify commitment to professional and organizational goals.
- Develop coaching partnerships with employees they manage.
- Increase the ability to manage organizational change through focused coaching.
- Techniques on how to coach to the different generational mix.
- Understand the principles of motivation.