

Coaching Skills for Leaders



Delivered by:



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Developing your Coaching Skills

Coaching is unlocking a person's potential to maximise their own performance. This coaching module focuses on the techniques by which participants develop and improve the performance of their team. On completion of this programme participants will have the practical knowledge to confidently and effectively implement a number of different coaching models. Coaching is about looking forward to the future rather than focusing on the past.

It allows an exploration of thoughts, feelings, beliefs, perceptions and life choices to help develop a clear and positive vision. Growing self-awareness brings deeper understanding and insight, and allows for confidence in dealing with change and transition. IBT's approach is goal focused, seeking to develop clarity and agreed action plans. Coaching helps to overcome interferences which prevent people from achieving their full potential, and supports individuals to move forward in a purposeful and structured manner.

Who should attend?

Individuals with responsibility for coaching in the workplace who wish to:

- Realise the benefits of coaching and implement the learning
- Develop a coaching culture within the organisation
- Improve learning and development on-the-job

How will you learn?

Duration: 2 x Half-Day Modules

- Teaching by an expert trainer using a variety of quality learning materials
- Group and individual learning activities
- Group roleplay of real-life work scenarios
- Opportunity to practice relevant coaching and mentoring scenarios and receive detailed feedback

The Programme

- Support real and lasting personal development linked to enhanced job performance
- Thinking of people in terms of potential not performance
- Coaching When, Where, What For – Motivation, Delegation, Teambuilding, Staff Developmental Problem Solving
- GROW Model – Goal, Reality, Options, Will – what is required to plan the coaching journey
- Having better conversations to empower people to achieve their goals
- Improve your skills as an effective coach: communication, delivering feedback, providing instruction
- Develop, implement and constantly evaluate coaching plans
- Deal effectively with barriers to coaching

**This training is delivered on behalf of BioPharmaChem Skillnet by Irish Business Training.
For further information please contact training@bpcskillnet.ie or phone 087 997 0848**

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