



COACHING FOR IMMEDIATE RESULTS

Sample Course Overview:

The Coaching for Immediate Results program is a highly interactive and practice rich training workshop that increases skills and gets results in a short period of time as it draws from and utilises NLP, Accelerated Learning and Experiential Learning inspired concepts and techniques. This helps participants think, communicate and behave in ways that help them to manage themselves and develop others more effectively.

Sample Learning Outcomes:

At the end of this course, participants will have...

- An understanding of the importance of taking responsibility for helping staff to implement relevant skills and behaviours more effectively
- Explored and demonstrated skills under the Diploma of Business (Manage people performance) competency categories in communication, interpersonal sensitivity, leadership counselling and gaining commitment
- Developed a strategy to identify current competencies and gaps of each staff member in relation to the organisation/departments desired outcomes
- Demonstrated skills in safely challenging team member's paradigms to gain cooperation
- Adapted a selection of resource materials for use in preparing and documenting coaching and counselling sessions.

Participants will examine the following key issues and more:

- Coaching Fundamentals
- The Three Step Approach to Coaching
 - *The Problem, Solution, Follow-up*
- Introduction to Diploma of Business Manage People Performance
- Developing NLP Questioning Strategies to...
 - *Break through veneer responses and get to the 'real' issue behind team members attitude and/or behaviour*
 - *Safely challenge team member's paradigms and gain agreement on areas for improvement.*
 - *Gain team members buy-in and desire to improve immediately*
- Practical Application to Real Life Scenarios
- Setting SMART Goals
- Developing a Coaching Plan (utilising self-directed learning strategies)

Target Audience:

This course is designed for anyone currently supervising a team and can be used as a reward or incentive for aspiring supervisors

Delivery Mode:

Face to face group based facilitation

Course Duration:

1 or 2 days