



Coaching for High Performance (Two-day Workshop)
Successful Performance Management & Coaching Techniques

Who should attend?

Groups of Managers, Team Leaders responsible for managing, developing or leading others to maintain a culture of high performance in the workplace.

Focus:

Participants learn the fundamentals of successful performance management and develop the skills necessary to coach others for sustainable results.

The programme emphasises the importance of building the coaching relationship to more effectively develop others, strengthen leadership and enhance a climate of learning within the organisation.

The practical approach undertaken in the workshop allows participants to assess their own coaching style and abilities and build upon skills which can be immediately applied within their own work environment.

Learning Outcomes:

- Understand the principles and practice of successful performance management in building a climate of high performance.
- Explore the benefits of coaching for you, your team and the organisation.
- Learn the essentials of effective coaching-what it is and what it is not.
- Gain self-awareness of your own coaching style and how this influences coaching outcomes.
- Increase understanding of other's personalities and levels of readiness to enhance coaching effectiveness.
- Learn the importance of managing the coaching relationship.

Special Features:

- Offers insights in managing scheduled and unscheduled coaching opportunities.
- Uses closure and agreement to gain ongoing commitment.
- Can be supplemented by a post-programme follow-up of individual coaching sessions to reinforce and extend workshop learning.
- Can be delivered to groups within your organisation and modified to suit your particular organisational needs.