



## Introduction to Coaching & NLP Techniques: Coaching as a Strategic Development Tool

### Two-Day Workshop

#### Successful Coaching Techniques for HR Managers, Line Managers and Team Leaders.

This interactive and highly practical in-house course is designed to give managers and team leaders the skills and tools to enable them to motivate, inspire and support their staff more effectively in order to get the best from them and ultimately improve business results and profits. By taking a "coach approach", not only will employees develop more quickly but you will gain more time to work on the business needs.

*This programme can be supported by follow-up one-to-one Executive Coaching on an individual basis to support the transfer of learning back to the workplace.*

#### Who should attend?

Groups of Managers/Team leaders responsible for managing, developing or leading others.

**Focus:** Participants learn 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 and interactive 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:

- Learn the essentials of effective coaching and NLP techniques.
- Gain self-awareness of your own coaching style and how this influences coaching outcomes.
- Increase understanding of others' personalities and levels of readiness to enhance coaching effectiveness.

- Learn the importance of managing the coaching relationship.
- Learn the skills and techniques to coach your team successfully.

**Special Features:**

- Offers insights in managing scheduled and unscheduled coaching opportunities.
- Uses closure and agreement to gain ongoing commitment.
- Can be delivered to groups within your organisation and modified to suit your particular organisational needs.

**Introduction to Coaching and NLP Techniques**

***Coaching as a Strategic Development Tool***

**Day One:**

**Module One: Introduction to Coaching**

- What is Coaching?
- Why the interest in Business Coaching?
- The Role of the Coach
- Characteristics of a good Coach
- The ethics of coaching
- The Difference between Coaching, Mentoring and Counselling

**Module Two: Mentoring in the Workplace**

- What is Mentoring?
- How does it differ from Coaching?
- Establishing a mentoring programme
- Making Mentoring Work

**Module Three: Your Personal Coaching Style=**

- Personality Differences
- Examining the impact of your own personal style
- Limiting Beliefs
- What are our Values?

**Module Four: Conceptual Frameworks**

- Models and Theories from Behavioural Science
- Learning Styles
- Building and Motivating Teams
- Coaching Models

## Day Two:

### **Module Five: The Role of Emotional Intelligence**

- Coaching and Emotional Intelligence
- How it links to Organisational Success
- Intuitive Coaching

### **Module Six: Introduction to NLP**

- What is NLP?
- What is its application in the Coaching Process?
- Understanding Sensory Acuity
- Models and Frameworks within NLP
- Practising NLP strategies
- Problem-solving with NLP

### **Module Seven: Managing the Coaching Relationship**

- The Leader as Coach
- Building good relationships
- Setting Boundaries
- Identifying Opportunities for Formal and Informal Coaching

### **Module Eight: Coaching in the Workplace**

- Managing the Coaching Process
- Managing Change
- Coaching and Performance Management
- Evaluating the Impact of Coaching on Individual Performance

### **Skills Practice:**

***Interactive Skills Practice will be conducted via tri-partite coaching sessions throughout the two days.***