phoenix

121 Coaching Development Programme Example

All sessions can be delivered virtually or face to face usually every one or two weeks. Each session would usually be between 1.5 – 2hrs.

Pre-Programme consultancy
(We will work closely with key stakeholders to clarify your objectives and design something that addresses the participant's specific challenges)

Intro call – 30mins

Intro call

Short call to confirm objectives, ensure that the personal 'fit' is there and answer any questions.

Session 1

Self-Awareness

- Assess their existing skills and any potential strengths and weaknesses
- Improve self-awareness using Prism profiling
- Understand the potential impact of their behavioural preferences
- Building positive habits
- Finding time to manage

Session 2

Leadership Styles & Performance

- Understanding & applying different leadership styles
- Results vs behaviours
- Maintaining motivation in a diverse team
- Dangers of micro-managing
- Designing individual motivation strategies
- Creating the right conditions for high levels of engagement
- Dealing with underperformance

Session 3

Communication

- Building rapport & empathy
- Delivering feedback
- Handling challenging conversations with confidence
- Getting buy-in to individual or team changes
- Communicating with a hybrid team
- Dealing with Conflict
- Assertiveness vs Aggression

Session 4

Team Building

- Recognising your responsibility for developing your people
- Effective delegation
- Building high performing teams
- Training, coaching and mentoring
- Applying the right development tool to any given situation
- Making the most of your time

Review Session – 1hr

Stakeholder Review Session

An opportunity to discuss the participant's progress and explore ways in which we can support them to keep developing going forward.