

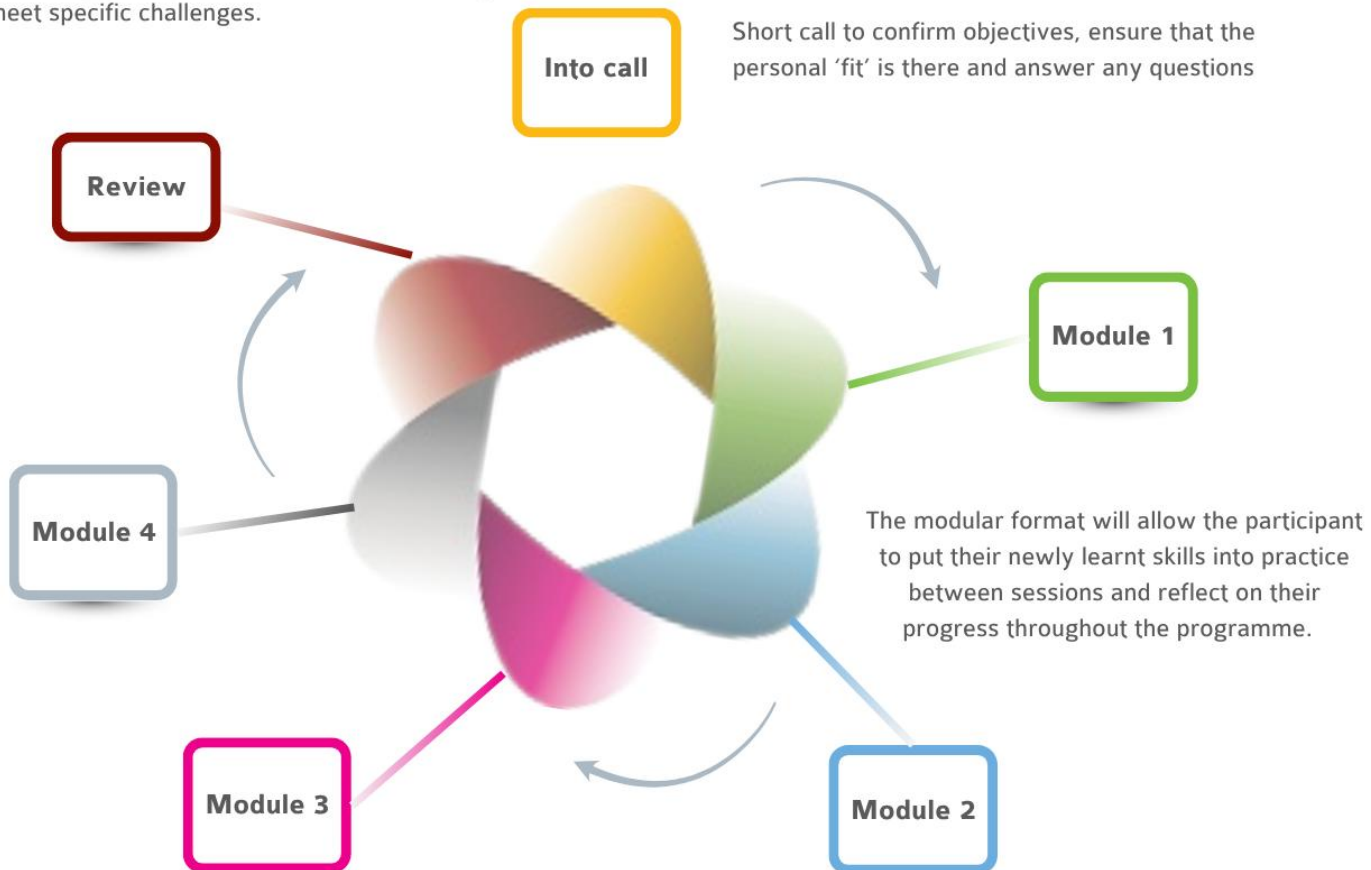
121 Coaching Development Programme Example

All modules can be delivered face to face or virtually

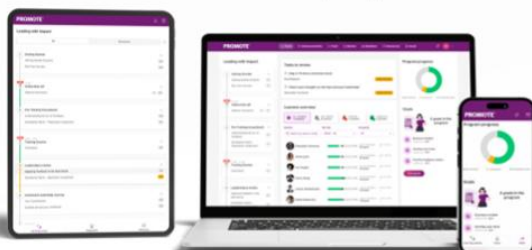
Delivery of each module approximately 2-3 weeks apart

Each session would usually be between 1.5 - 2hrs

Pre-programme consultancy is carried out with key stakeholders to clarify participant's objectives and design something to meet specific challenges.



This programme can be supported by our online learning transfer platform – PROMOTE.



Promote provides the participants with a selection of relevant tasks and activities that must be completed independently, greatly increasing the levels of application. In addition, it hosts all the valuable resources and provides stakeholders with complete visibility on the levels of engagement and progress.

Recommended Content



Module 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



Module 3 - Communication

- Building rapport and 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 Aggressive



Stakeholder review session

A 1 hour virtual event providing an opportunity to discuss the participant's progress and explore ways in which we can support them to keep developing going forward



Module 2 - Leadership styles and performance

- Understanding and 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



Module 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