

Performance Coaching

Course Overview

In days gone by the typical transportation for people was by coach. The word coaching is based on this historical principle – to move people from one place to another place. It is this definition that forms the foundations of effective coaching in the workplace. This course is all about applying a deliberate set of coaching skills that *move people* from where they are, to where they need to be – a better place!

This is an interactive, highly engaging learning experience that will challenge existing coaching skills and arm managers with the tools and techniques to create an effective coaching conversation resulting in improved performance/productivity. The key to this course is to introduce attendees to a powerful coaching model which provides a structure and process to deliver them with both the necessary skills and confidence to effectively coach at all levels within the organisation.

Learning Outcomes

As a direct result of attending this course, participants will be able to...

- Understand the importance of coaching as a vital part of their role
- Identify potential coaching opportunities in a pro-active manner
- Uncover what lies behind non performance through careful observation and diagnosis
- Realise and communicate the benefits to the individual and the business when coaching well
- Learn and apply a structured coaching process that empowers their staff to grow
- Demonstrate effective techniques that allow for self reflection, self analysis and self correcting
- Competently and confidently hold a coaching conversation with members of their team as required

Process

This is a very interactive and practical course where attendees will learn and then apply the techniques taught with others in a group format. Practicing the techniques in this course is a critical element coupled with using deliberate accelerated learning techniques, all course attendees will be actively engaged in applying the three stage process that makes up a successful coaching conversation.

Each attendee will receive portable coaching tools which will be given out as part of this course. In addition to this, all attendees will receive ongoing phone and email access with a coaching facilitator for a period of two months. Additional face to face coaching/mentoring support is also available for a nominal fee relative to specific needs.

Participant Profile

- Those who want to coach but are unsure how to effectively go about it.
- For supervisors and managers who lead people and have a desire to see them grow to their full potential.
- Management who want to focus on improving business performance.

Duration

- Two days: 9.00am to 5.00pm.
- Pre-course preparation and post course assignments on the job.
- All course participants are expected to complete approximately an hour of homework in the evening of the first day.

Investment

- \$995.00 + GST
- Includes comprehensive coaching folder for future reference and reminders, additional handouts, lunch and morning teas etc.
- Any travel and accommodation requirements are at client's expense.

Why go with Progress Seminars?

- We have been working with major corporates through to small sole trading entities for over 15 years now. We know our stuff, we know it works and we are passionate about sharing it with our valued clients!
- Our experienced facilitators are simply the best. Their stories, examples and techniques are all based on their own successful sales backgrounds with many years experience in both retail and commercial environments.
- We are behaviourists at heart. Our courses are all designed to create visible CHANGE in people's skills, techniques, attitudes and habitual comforts.
- We do not lecture our attendees. We engage them with relevant examples and scenarios that require active participation throughout their course.
- We pride ourselves on ensuring all attendees go away with useful and usable tools and techniques that will increase their confidence and competence in the work place.
- Wherever possible, Progress Seminars provides ongoing coaching and support programmes to further assist in skill development and long term behaviour change on the job.
- We are very cost effective with a competitive pricing strategy that ensures the highest quality training at affordable prices.
- Our money back guarantee means no change (in behaviour/improvement), then no charge. We always invoice AFTER the course and if you are not completely satisfied with the outcomes as promoted, then simply don't pay the bill – we will not contest it. (This has never happened yet in our 15 years of seminars!).

How to Enrol

For any further enquires or to confirm a place on our next Performance Coaching course, please contact us either...

- By phone at (03) 357 4405
- By fax at (03) 357 4403
- By email at jane@progressseminars.co.nz
- Via our website at www.progressseminars.co.nz
- We are happy to arrange for a free, no obligation visit from one of our business consultants to discuss your specific business needs or for further information on a customised / in-company solution for your organisation.