



We are a Chartered Management Centre and have been working with managers, leaders and coaches for many years. This programme will guide you to take your first steps as you use coaching and begin to realize the benefits it can bring to individuals, teams and organisations. We work with Unilever UK, Sodexo, and many organisations in the public, private and third sector. Choose us if you want experienced support for individual and organisation improvement through coaching



## Introduction to Coaching

### A practical taster

This is our exciting Stage 1 coaching taster programme. It has been designed to help you to understand and start to build and use coaching skills so that you can support and develop your people more effectively.

You might want to do this so that you can

- decide whether to introduce coaching into your organisation.
- understand the benefits and reasons for coaching
- support others who are using coaching
- add to your people development and leadership skills
- begin your own development as a coach

Many organisations are developing a 'coaching culture'. to empower others in the organisation and to encourage the workforce to develop their full potential.

The programme consists of **2 x 1 day workshops held one month** apart, with a practical module for you to work on in between sessions.

We use accelerated and action learning techniques, NLP and our knowledge and understanding of psychological perspectives and positive psychology to support and develop learners. All our programmes start from your starting point –

***What are your aims and objectives for attending this programme?***

## Programme Design

This programme has several key design features that support effective learning. These include:

- Practical workshops based on your real needs
- Workshops held 1 month apart so you have time to try out coaching and bring your real questions to the 2<sup>nd</sup> workshop
- A programme tailored to the needs of the group/ individuals
- A Practical Coaching Module to guide you to develop your thinking and coaching skills



## What is Coaching?

***Coaching is unlocking a person's potential to maximise their own performance. It is helping them to learn rather than teaching them.***

**Next Programme: Day 1: 10<sup>th</sup> June 2016**

**Day 2: 8 July 2016**

**Place: Manchester Centre**

**Price: £295 per person**

# INTRODUCTION TO COACHING



## Workshop 1 – 1 Day Workshop

### During Day 1 there will be opportunity to:-

- Identify your objectives and aims for this programme
- Explore: What is coaching, when to use coaching
- Share the benefits of coaching
- Understand the concept of a coaching culture and how it can maximise empowerment for you and your organisation
- Understand Learning Styles and their impact
- Practically understand and use coaching concepts
- Use questions, answers and feedback to move people forward
- Explore and practice the GROW model
- Confirm the actions you will take between the workshops

### Module

#### Title: Practical Coaching

Between workshop 1 and workshop 2 you will be encouraged to start using your coaching skills and our Practical Coaching Module which will guide and support you with this. The more opportunity you have to practise the better, you will then identify further coaching needs that we can work on at the 2<sup>nd</sup> workshop

## Workshop 2 – 1 Day Workshop

### During Day 2 there will be opportunity to:-

- Share your experiences since the last workshop
- Identify your key questions, issues, needs
- Explore motivation, empowerment and achievement
- Understand the importance and effect of language in learning
- Focus on personal mastery
- Understand how to build and maintain rapport
- Improve your influencing skills
- Develop a Personal Coaching Plan for your further development as a coach

**We do hope you want to join us to start your coaching journey!**

**See our website for other CMI coaching programmes we offer at Levels 3, 5, and 7. We can also support you to implement coaching in your organization as part of business growth and culture change**

Tel: 01772 679154 Mobile: 07803 741262 Web: [www.adgroup.com](http://www.adgroup.com)

Book on by using our website contact form or ring Debbi or Anita



*Your partner for Learning, Development and Performance Improvement*