



Learning Outcomes

On completion of this workshop, participants will be able to...

- Better appreciate the role coaching leaders can have in helping their team members to more fully realise their potential
- Understand and apply a **broader suite of skills and techniques** that effective coaches use, and
- Through practical application of coaching frameworks, demonstrate increased competency and confidence in conducting effective coaching conversations

Ideal cohort size is 12-15
Note: this is for the alumni of the Leader as Coach - Coaching Skills (part 1) program

Prework: Participants are to

- review their notes from the Leader as Coach - Coaching Skills (part 1) program,
- watch a video and
- identify a real issue they can explore in a coaching conversation that can be discussed in 10-15 mins.

A pre-work hand-out will be made available before the workshop.

Workshop Outline

1. Welcome and recap on coaching

- Welcome, learning outcomes, ice-breaker, goal setting
- 'Reality' review - Do's and Don'ts of coaching we have learnt through practice

2. GROW revisited

- Pooling our favourite GROW questions
- Application 'real plays' - 'Kitchen coaching' - another opportunity to practice
- Tips if you run out of time - important O and W questions

3. Extending the coaching suite of skills and frameworks

- Coachable moments - coaching with 4 questions
- Providing feedback with a coaching approach
- Broadening the coachee thinking with the Landscape model
- Deeper listening
- Drawing on strengths in coaching conversations
- Coaching CPR - our current challenges
 - Options to find more options
 - Increasing accountability in the W stage

1
day