



TripleWin

Relationship-based Coaching

Relationship-based Coaching introduces tools and skills to prepare for a wide-range of coaching opportunities. Participants of all skill levels benefit from this 8- or 16-hour course. They improve their understanding and ability to coach one-on-one, in small groups and at the team level. The key aspects of a well-defined and proven coaching process are explored and a variety of coaching practice sessions allow for skill building. Essential skills of listening, questioning, advising, challenging and feedback are practiced.

Course Objectives:

This course uses a highly interactive teaching style, combining practice sessions with relevant theory and principles to make a rich and engaging learning environment to:

- ❖ Recognize behaviors that make coaching effective or ineffective
- ❖ Identify opportunities to coach others
- ❖ Assess current coaching style
- ❖ Practice coaching skills in one-on-one and team situations
- ❖ Develop skills for coaching in all types of coaching situations

Course Content:

- Coaching Pre-Assessment:** 6 essential skills
- Coaching Theory:** what it is, basic rules, benefits, functions of coaching, practice session
- Relationship-based Coaching Model:** process model for coaching
- Coaching Skills Assessment:** self-assessment on coaching skills
- Essential Coaching Skills:** listening, questioning, advising, challenging, providing feedback, and removing blocks to coaching
- Practice Sessions:** both simulated and personal coaching situations
- Accountability:** how to assure coaching is successful