



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