

Coaching skills ‘deep dives’

Five one-hour webinars

Overview

If you used the ‘Coaching moments’ webinar [here](#) as a quick dip, then follow up with the deep dives for the full immersion experience!

These very popular tried-and-tested sessions expand on how to get the most out of the coaching moment and how to develop and use each of the four key skills.

Learning objectives

These sessions are designed to help managers:

- Give great ‘coaching moments’
- Refine their use of the four key coaching skills
- Get some skills practice in a supportive environment
- Just do it!

Audience

- Senior leaders, line managers, team leaders – anyone whose role includes responsibility for getting the best out of other people
- And that includes HR BPs!

Format

These highly participative sessions work brilliantly as one-hour webinars (usually using Zoom) but we can also run them for you as ‘bite-sized’ workshops. Either way, we recommend a maximum of 12 people per session.

Delivery formats are flexible, but whatever format you choose we do recommend doing all five sessions – they’re best as a series, not ‘one-offs’.

Webinar outlines

60 minutes each

Deep dive 1 – Getting the most out of the coaching moment

- Focusing on understanding and use of the TGROW process, this session looks at:
 - Starting with impact
 - Managing the process
 - Closing with clarity
- *Practice sessions*

Deep dive 2 – Building trust and rapport

- Focusing on how to make effective connections, this session looks at:
 - How to make an inter-personal connection
 - How to demonstrate respect for the other person’s ability

- How to use ‘connection builders’
- How to avoid ‘connection destroyers’
- *Practice sessions*

Deep dive 3 – Powerful listening

- Focusing on the importance of responding to the person (not the problem), and listening to the ‘who’ as well as the ‘what’, this session looks at:
 - What gets in the way?
 - Three levels of listening
 - How to achieve powerful and active listening
 - Creating a thinking space
- *Practice sessions*

Deep dive 4 – Direct communication

- Focusing on courageous communication, this session looks at:
 - How to challenge
 - Moving out of the comfort zone and into the stretch zone
 - The support/challenge matrix
 - Where to offer challenge
- *Practice sessions*

Deep dive 5 – Powerful questions

- Focusing on the power of curiosity, this session looks at:
 - How to avoid giving advice
 - Creating a space for exploration
 - What makes a powerful question?
 - Pitfalls to avoid
- *Practice sessions*

For a no-obligation discussion about running these sessions for your organisation on an in-house basis, just give us a call on [01582 463461](tel:01582463461).