# Coaching to improve performance training

**Dates: Day 1 and Day 2**

Coaching is a formal one-on-one relationship, “in which the coachee and coach collaborate to assess and understand the coachee and his or her leadership developmental tasks, to challenge current constraints while exploring new possibilities, and to ensure accountability and support for reaching goals and sustaining development” (Ting & Hart, 2004, p. 116)[[1]](#footnote-1).

It has been shown to increase goal attainment, enhance solution-focused thinking, foster a greater ability to deal with change, increase leadership self-efficacy and resilience, and decrease depression. The positive impact of coaching can generalise to family life.[[2]](#footnote-2)

*Coaching to improve performance* is a 2 day programme which provides participants with the skills to use a coaching approach with direct reports in a way that empowers them and helps them to take responsibility for improving performance in their role. The course combines an introduction to the concepts and ideas underpinning coaching, whilst at the same time providing lots of opportunities to practice skills and observe examples, both live and on video. The course also includes a self-assessment of skills and style to build self-awareness and emotional intelligence. The course is appropriate for any children’s service staff with management responsibilities.

The course consists of two days held a week apart. The course starts with pre-work to self-assess personal style, values and skills as a coach. Day 1 consists of an interactive workshop introducing the idea of coaching and the GROW model. Activities include presentation, video and coaching practice in triads. Participants are asked in advance to diary a one hour 15 minute slot to do a practice coaching session in the workplace between day 1 and 2. Day 2 focuses specifically on how coaching can be used to improve performance, providing a range of practical tools that participants can use to help them do this. It also helps participants to plan how they will use it in the work setting. All participants are given two handbooks covering all the course material.

The objectives of the course are:

* To understand what coaching is
* To understand your own values and personal style and see how it might differ from others
* To be able to use the GROW model as a framework for coaching
* To be able to use coaching to improve performance through using some coaching tools
* To understand the value of reflection and use a tool for reflection

All the coaching training is run by Anna Wright and Di Smith who are both experienced trainers and coaches. The course has been very positively evaluated by those attending and they become very committed to using coaching with direct reports, in supervision and with service users.

1. S. Ting, E.W. Hart Formal coaching C.D. McCauley, E. Van Velsor (Eds.), The Center for Creative Leadership Handbook of Leadership Development, John Wiley & Sons, San Francisco (2004), pp. 116–150 [↑](#footnote-ref-1)
2. Anthony M. Grant , Journal of Change Management (2013): The Efficacy of Executive Coaching in Times of Organisational Change, Journal of Change Management, DOI: 10.1080/14697017.2013.805159 [↑](#footnote-ref-2)