1. Course Details:

Course Code : HRTM-007
Course Title : Coaching for Performance
Course Duration : 5 Days

2. Course Overview:

- Aim of this training course is to help Managers develop a coaching management style to be able to unleash potential in themselves and their teams. Our 2-day Coaching for Performance program will deliver insights on how to coach, the skillsets needed, the do's and don'ts of coaching and explain why organizations, which are committed to development of staff reaching their fullest potential, are adopting coaching style management disciplines.

3. Learning Outcomes:

- Ability to frame pivotal conversations, where important outcomes are at stake, in coaching language designed to facilitate the coaches finding an appropriate solution to the challenge at hand
- Ability to create a coaching environment within one's own sphere of influence, be that a small or large team of people
- An improved understanding of how to listen at a deeper level
- Understanding of how to conduct a coaching conversation based on role plays within the classroom environment
- Understanding of one's own level of Emotional Intelligence and how and where it may need improvement

4. Course Contents:

- What is Coaching?
- Emotional Intelligence
- Listening Empathically
- Coaching vs Mentoring
- Line Manager as Coach
- Creating Trust
- The Language of Coaching Conversations
- Coaching for Performance
- Team Coaching
- Coaching Models
- It's not about You, it's about the Coaches

- Role Play – Coaching Session/s

5. Attendance Reports:

- Send daily attendance reports to trainingdep
- Send full attendance report to training dep. by the end of thecourse
- Attend 100 % from the course days also providedaily
- Issue attendance certificate for participant who attend minimum 80% from the course duration

6. Pre/Post Reports:

- Pre- assessment before starting training.
- Post assessment after finish training
- Full report for the deferent between Pre-& Post assessment

7. Who Should Attend?

- Human Resource Professionals and HR Business Partners
- Training Specialists and Supervisors
- Anyone with a role in managing people and performance
- Senior Management Team (SMT) members
- Line managers, team leaders and people managers
- HR managers who set/influence policy for people management structures and appraisal processes
- Project managers who need to work across organizations in a matrix structure