



# Grow Development Solutions

Coaching for Results (Endorsed by The Institute of  
Leadership & Management)



This is an in-house developed and '*Institute Approved*' programme. This programme is designed specifically for those who want to *utilise powerful coaching conversations* to drive forward performance with individuals and teams.

This programme will help you to understand how coaching works, learn about recognised coaching models, tools and techniques and support you to put your new coaching skills into practice.

Participants on this programme will *engage in practical activities*, enabling them to apply their learning and practise their coaching skills.

This programme is for those at all levels who want to develop the core skills and competencies to effectively facilitate powerful coaching conversations in the workplace.

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## Programme Content & Structure

This programme can be delivered as a *three-day face to face training programme or virtually, with six online workshops*. An overview of the specific topics and content to be included are below. All our workshops include peer to peer coaching activities, allowing you to put your learning and skills into practice!

- ✦ Understanding coaching
- ✦ The value of coaching at work
- ✦ Coaching skills and behaviours
- ✦ Coaching models (a minimum of 3 models will be reviewed on the programme)
- ✦ Effective questioning
- ✦ Reflective practice
- ✦ Listening skills
- ✦ Coaching tools and techniques
- ✦ Balancing challenge and support
- ✦ Feedback models
- ✦ Facilitating team coaching sessions
- ✦ Evaluating and reviewing coaching
- ✦ Coaching supervision
- ✦ CPD and networking
- ✦ Observed coaching 1:1

## What Participants CAN EXPECT

- ✦ To be challenged, have some fun, learn a lot and engage in thought-provoking learning opportunities!
- ✦ Training, supervision, and support from qualified and highly experienced practicing coaches
- ✦ In-house bespoke content to meet your organisational needs
- ✦ In-house groups between 5-12 participants
- ✦ Group supervision (post-course)
- ✦ Peer to peer coaching practice sessions
- ✦ Workbooks for all training workshops
- ✦ On-programme feedback
- ✦ No formal assessments
- ✦ Endorsed by (Certificate on completion) The Institute of Leadership & Management
- ✦ Access to the 'closed' online groups enabling you to collaborate outside of the formal learning environment
- ✦ A minimum of 12 months membership of The Institute of Leadership & Management



All participants have access to a follow-up online group supervision session to enable you to reflect on and review your coaching experiences (post-course), in a safe and supportive environment.

## WHAT PREVIOUS PARTICIPANTS HAVE SAID ABOUT OUR PROGRAMMES

*"I want to thank you for delivering a first class programme that has given me the opportunity to develop my ability as a coach by raising my knowledge and skills and perhaps most significantly for me, has boosted my personal confidence in my day to day work".*

*"I just want to thank you for your time on this course, I will be using this for the rest of my career as I have learned a lot from my time with you."*

*"Thank you for your help and support on this course. It has been a brilliant experience!"*



This programme can be delivered as a *three-day face to face training programme or virtually, with six online workshops*, or as a *blended approach* (a combination of face to face and online).

Our full day training workshops are around 6.5-7 hours (including time for breaks/lunch) and our online workshops are usually around 3 hours per workshop. However, for in-house programmes we are happy to deliver the programme to suit our partner's wants and needs.

We will work with you, our partner, to agree on the best programme delivery structure for you and the participants attending the programme. We will always agree in advance with you, our partner, the programme workshop dates and times.

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## Course Fees & Next Steps

Our in-house fees vary depending on a range of factors, such as:

-  Delivery method (online, face to face, or a combination of both)
-  Venue costs (if to be delivered face to face)
-  Travel costs
-  Number of participants joining the programme
-  Number of cohorts undertaking the programme

Please contact us to discuss your needs and we can put together a personalised quote for you.

## Payment Terms

We will require a Purchase Order number at the time of booking confirmation and our partners are required to sign our 'Services Agreement' which outlines our full terms and conditions and bespoke conditions and requirements for each programme/service provided.

## Next Steps

We would love to get the conversation started with you and learn more about how our team at Grow can help your organisation. Please contact us via email:

[enquiries@growdevelopmentsolutions.com](mailto:enquiries@growdevelopmentsolutions.com), or telephone: 01778 382781 /07967603236

*We hope to have the opportunity to work with you soon and deliver an in-house programme to meet your needs!*