



Grow Development Solutions

Powerful Coaching Conversations for HR Professionals
(Endorsed by The Institute of Leadership & Management)

Programme OVERVIEW

This is an in-house developed and '*Institute Approved*' programme. This programme is designed specifically for HR professionals who want to develop basic *coaching skills* to enable them to *empower others* and *create greater autonomy* amongst the individuals and teams they work with.

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.

If you want to help HR Professionals in your organisation understand more about coaching in the workplace and learn how to hold effective coaching conversations using recognised models and tools, then *this course will most definitely benefit them!*

Programme Content & Structure

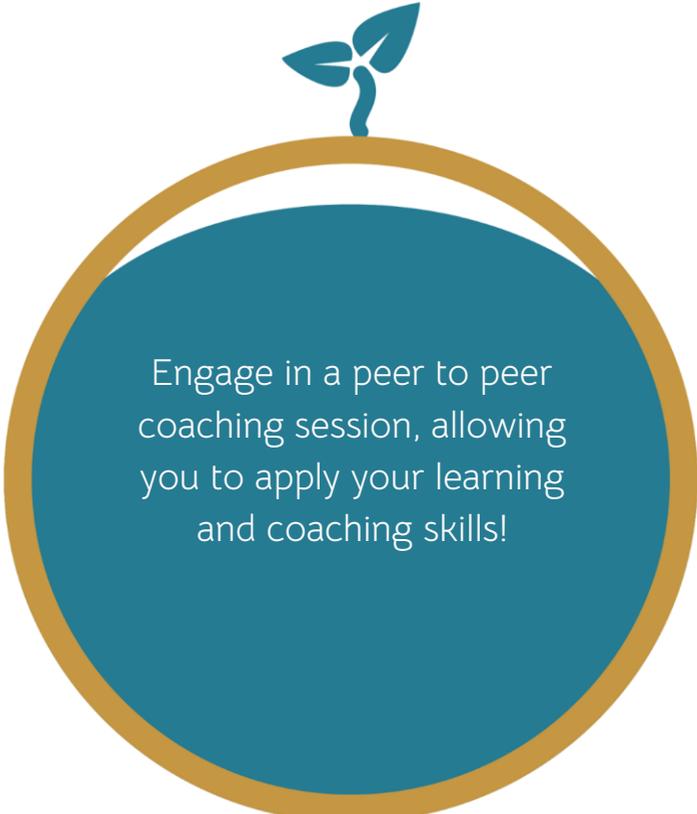
This course is delivered as a one-day programme (face to face) or over two online workshops (virtual delivery). An overview of the specific topics and content to be included are below.

Programme Content

- Understanding coaching
- The benefits of using coaching in your work role
- The value of coaching in creating autonomous and empowered teams
- An introduction to at least two recognised coaching models
- Basic coaching skills (listening and questioning skills to effectively coach others in the workplace)
- Coaching tools and techniques
- Peer to peer coaching session

What Participants CAN EXPECT

- ✦ To be challenged, have some fun, learn a lot and engage in thought-provoking learning opportunities!
- ✦ In-house bespoke content to meet your organisational needs
- ✦ In-house groups between 4-12 participants
- ✦ Training and support from qualified and highly experienced practicing coaches
- ✦ Peer to peer coaching practice sessions
- ✦ Workbooks for all training workshops
- ✦ 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



Engage in a peer to peer coaching session, allowing you to apply your learning and coaching skills!

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!"



Usually, this programme is delivered as a one-day programme (face to face delivery) or over two online workshops (virtual delivery). 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.

Course Fees & Next Steps

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

-  Delivery method (online, face to face)
-  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, 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!