



Grow Development Solutions

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

Programme OVERVIEW

This is an in-house developed and '*Institute Approved*' programme. This course is designed specifically for managers who want to *develop basic coaching skills* to enable them to *confidently hold coaching conversations* in the workplace. This course supports managers to effectively use a '*coaching management style*' enabling them to *empower* their people and *create greater autonomy* amongst their team.

The key aims of the programme are to provide participants with; an understanding of the value of coaching in creating autonomous and empowered teams; simple *tools and models* to effectively facilitate powerful coaching conversations and; an opportunity to develop *listening and questioning skills* to effectively coach others.

If you are keen to help others in your organisation learn about how a 'coaching management style' can help them to get the best out of their team, 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 as a 'management style'
- 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 6-12 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



Those who attend this programme will be given a 'Coaching Toolkit for Managers' – which includes practical hints and tips for 'in the moment' coaching conversations.

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!"



In-House Programmes

COURSE DATES & TIMES

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!