



Coaching For High Performance

Course Code:
ASKCFH

Course Duration:
1 day (8 hours), 9.00am - 5.00pm

Course Fee:
\$800 (\$872.00 Inc. 9% GST) per participant

Course Venue:
Hotel

Course Dates:
<https://asktraining.com.sg/course-schedule/>



Course Synopsis

Coaching is much more than another leadership skill. Coaching is an entire style of leadership itself, more necessary now than ever. As the business world continues to evolve, with ever increasing complexity, our ability to coach is even more vital than it was, twenty or more years ago. Coaching is needed to bring out the best in each other, to ensure the success of the organization, and the take care of the wider ecosystem.

Naturally, we think about coaching our juniors if we have a formal leadership role. But coaching is also for our colleagues who are less skilled than us in a particular domain. And, at a more fundamental psychological level, coaching is a way to tap the latent potential of all individuals, not just that of the most senior or those who were *fast-tracked*. Indeed, the only way to authentically innovate and successfully outshine our competitors, is to access the reservoirs of previously untapped performance, using coaching.

Happily, coaching is a very learnable skill, at any age or level of seniority. You do not need a *coach* personality to be a successful coach. This foundational course equips you with both the mindset and the tools to step into coaching for the first time, or to develop your skills further.

So please join us for this one-day, experiential workshop. Through practical examples, real-world scenarios, case studies and interactive practice, you will develop essential coaching skills to grow yourself into a coaching style of leadership. One that feels authentic, impactful, and uniquely yours.

Course Objectives

By the end of the workshop, you will:

- Understand why coaching is vital for high performance and how everybody can contribute to the coaching culture of the organization
- Practice and understand the GROW model for coaching
- Understand how the psychological depth and breadth of coaching can apply to wider business and social contexts, as your skills develop. You never grow out of coaching: you grow more deeply into it
- Become emotionally committed to a coaching style of leadership, and learn to distinguish it from hierarchical style leadership

Course Outline

Module 1: Introduction to Coaching

- What is coaching? How would you naturally coach? How does coaching differ from training or teaching?
- Why coaching, regularly practiced, does not take extra management time. Why coaching typically saves management time
- Practice scenarios, demonstrations; class feedback/retrospective

Module 2: The GROW model

- Why this model has been so successful
- The biggest possible context for coaching
- What do we mean by G (goals)?
- What do we mean by R (reality)?
- What are powerful questions?
- Practice scenarios, demonstrations; class feedback/retrospective

Module 3: The GROW Model (continued)

- What do we mean by O (options)?
- What do we mean by W (will)?
- What is active listening? Why is it more valuable than telling people what to do?
- How to develop emotional buy in
- Practice scenarios, demonstrations; class feedback/retrospective

Module 4: The Wider Context for Coaching

- Articulate the benefits of coaching: what value does it return?
- How to change to a coaching culture: recognize that when one individual changes (you), the culture changes too
- How to follow your own journey to long term coaching mastery
- How to stimulate your love of coaching in others
- Practice scenarios, demonstrations; class feedback/retrospective

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