

FUNDAMENTALS OF COACHING



OVERVIEW

Helping team members to build their performance in a supporting and encouraging way is a key leadership skill. Coaching provides both a spontaneous and planned way of building your team members skills and capabilities. By helping them to think through their real workplace problems and decide on their own course of action, effective leaders not only build individual performance without relying solely on training courses, they encourage commitment and personal responsibility.

This programme, brought to life by in-sight interactive™, uses interactive technology to place the learner squarely at the centre of the action. Rather than passively watching a linear drama, learners can be part of the action; making leadership decisions and seeing the consequences of the choices they make. Now, for the first time, learners are able to develop their observational skills, react to real-situations case studies, and proactively engage with the learning content.

BENEFITS TO YOUR ORGANISATION

Day to day leaders have to deal with different situations and with people who will have different levels of skill and commitment. Effective leaders achieve success by developing their people and supporting their levels of commitment.

By increasing their leadership capability your key employees will be able to develop and motivate their staff, creating a climate where people feel engaged, want to give of their best and contribute to your company's business goals and objectives.

This **DVD** programme is flexible and can be used in a variety of situations, creating greater value and extending your training budget. It can be used by a single viewer as a self study programme or by a trainer facilitating a traditional classroom-based coaching skills course.

LEARNING OBJECTIVES

By the end of the programme, you will be able to:

- Describe the process of coaching
- Determine how to apply a coaching conversation in a planned and spontaneous way
- Apply coaching in a reviewing the learning

PROGRAMME CONTENT

- PRIMARY COACHING MODE
- DRAMA BASED CASE STUDIES
- PROGRAMME WORKBOOK
- SUGGESTIONS ON HOW TO USE THE PROGRAMME



TARGET AUDIENCE

- SENIOR & MID LEVEL MANAGER
- FRONT LINE MANAGER
- TEAM LEADERS / SUPERVISORS



To Order or Preview, please contact:

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PROGRAMME DETAILS

The action takes place in a busy service sector company, Bryant Customer Solutions. The programme opens with an overview of the subject and an explanation of the prime coaching model. Alison has to deal with a new assignment and her line manager, Graham, coaches her through it. Through a series of scenes, the learner gets to meet and observe Alison and Graham. As a series of potential problems arise, the learner is then invited to take up the story by choosing a number of possible next steps to coach Alison's performance through the assignment.

CONTENT

The Fundamentals of Coaching **DVD** programme features principal learning content about coaching that enables the learner to then tackle a number of drama based coaching scenarios. The case study takes the learner through a variety of typical scenarios managers face day-to-day that provide opportunities to coach. These scenarios demonstrate how best to utilise a coaching approach, helping learners to develop viable strategies to enhance their coaching style. Working through the programme, learners discover the benefits of a robust coaching process and how it can be utilised both in a planned and spontaneous way. The programme is flexible and structured to ensure that key staff are better equipped to practically apply the learning in their own real-world situations.

WHAT SETS IN-SIGHT INTERACTIVE PROGRAMMES APART

- Our background and expertise in organisational development and broadcast media enables us to create valuable media-based learning solutions that extend training and development budgets.
- Our programmes consist of practically applicable best practice learning content developed by subject matter experts.
- Both content and learning is blended in a unique way.
- Our subject titles are targeted to specific audiences.
- Each **DVD** is extremely flexible allowing individual users to work through the learning on their own, or a corporate trainer to blend elements of the **DVD** into their classroom-based courses.
- We build inspiring content that promotes learning and immediate application delivered in a creative and accessible way.

DVD INCLUDES:

- AN INTRODUCTION TO COACHING
- MODEL OF THE COACHING PROCESS
- A FOUR PART INTERACTIVE CASE STUDY
- A 'HOW TO USE THIS DVD' GUIDE
- LEARNER'S WORKBOOK
- WEB LINKS

RELATED TITLES



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Fundamentals of Leadership

