



People and Organisations

Coaching Workshops

Our client - a government department had a need to develop the coaching skills of its senior management team in both the UK and overseas. The department was going through significant change and a different style of both leadership and management was required. The change in style needed to be sustainable so a coaching workshop was the solution rather than cultural change workshops because the department wanted to make the changes themselves.



We designed a 2 day coaching workshop delivered at both national and international locations specifically designed to develop managers' understanding and practice of coaching skills. Managers practiced these skills in the safe environment, creating a high level of confidence to return to their people management role with newly acquired and honed skills in keeping with the needs of their organisation.

Features

- ▼ Awareness of the essentials of coaching
- ▼ Practical based learning where participants get an opportunity to develop their coaching skills
- ▼ Receiving constructive and supportive feedback that builds confidence for the future
- ▼ Can be built into a larger organisational development process
- ▼ Can be customised around a specific change issue
- ▼ Developing a coaching style of leadership in your business
- ▼ Highly experienced coaches as facilitators



Outcomes

- ▼ 7 managers, a mixture of gender and culture, have developed their coaching skills and are actively coaching and managing their staff
- ▼ They are sharing their knowledge and skills with other managers throughout the department
- ▼ They can draw on the support of our highly experienced coaches for up to 6 months from the conclusion of the programme
- ▼ They have skills for life

"The exercise on coaching (coach, coachee and observer) was a good opportunity to check in practice the understanding of the coaching process and also learn more with colleagues. I really enjoyed it."

Country Leader for
(Department for International
Development - DFID)

Telephone: 01989 762233

Email: info@valuesbasedleadership.co.uk

Website: www.valuesbasedleadership.co.uk

Sterling House, Church Street, Ross-on-Wye, Hereford HR9 5HN