

Coaching Conversations

Workshop - 3 x 2 Hour Sessions

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This programme provides a suitable platform for leaders to explore coaching skills and understand how to develop a coaching mindset. Managers will understand how to have authentic conversations that improve engagement and productivity. Practice sessions will help delegates to understand how to create a climate of psychological safety and trust and how to use everyday behaviours such as listening and questioning more effectively to get more from people. The programme will be a driver for making a difference across the organisation and make connections to organisational values and behaviours.

Managers will be able to make the connection between the behaviours of their team and performance and easily transfer the skills to every day conversations.

Content

Pre work to speak to each team member on what's working well and what needs to change.

Sample Content

- Team Dynamics
- Roles and responsibilities
- Managing conflict
- Understanding board members challenges
- Decision making
- How are we perceived as a leadership team
- Visioning
- Communicating effectively

The session is supported with real time feedback from the facilitator

Format

Our coaching and facilitation style ensures that the views of all members are taken into account and diverse opinions and perspectives are free to be explained in a safe and open environment. We encourage respectful challenge of inappropriate or less-helpful behaviours that detract us from our joint goal. We challenge you, we disrupt you and we break your current pattern of thinking to enhance your future capability. The way you collectively think, the way you talk and the way you behave will change.

Facilitators

Our facilitators start by immersing themselves in understanding the organisation, your Board's specific goals and vision and understanding the values.

1:1 conversations with board members helps to understand challenges and what needs to be discussed at the sessions. Facilitators are skilled at listening, appropriately intervening and diversting from agenda if required.