

COACHING FOR COMMERCIAL GAINS

Who would benefit from this programme?

Delivered by Simon Sprowell & Bryony Garrett the event is aimed at Senior Managers and Executives.

The development day would provide a stretching, potentially challenging and energised environment for those attending.

Why Coaching?

When an organisation needs to change, leadership and inspiration must come from the top. The behaviour of a company's leaders is crucial to the entire organisation. The behaviour of leaders set examples that communicate more than anything else. A leader's greatest tool in leading others is the combination of their personality and behaviour. Their greatest contribution is often how well they communicate ideas, influence those around them, demonstrate the behaviour they talk about, and inspire others to join together in accomplishing a common goal.

Giving constructive feedback to anyone is difficult at best for most people. Coaching helps to fill this gap. When done well, coaching accelerates the development of individuals and promotes engagement, autonomy and accountability.

Other benefits may include:

- Coaching helps managers develop better interpersonal skills. Some common reasons for interpersonal conflict include senior managers being too abrasive, too controlling and too isolated.
- Coaching supports individuals identify and realise their contribution to the vision and mission of the organisation.
- Coaching aids in developing a culture of trust, commitment and personal responsibility both internally and with the external world of the community, clients and customers.
- Coaching enables the executive or manager to leverage his or her personal power more effectively.

Proposed Programme Outcomes

Through a series of exercises and debate/discussion it is anticipated that the outcomes may include:

- Understanding as to the benefits of adopting a coaching approach in order to improve individual/team performance and produce sustainable business results
- Introduction of an effective coaching model that is practical in its application
- Recognition of how to overcome the barriers to successfully manage performance
- Consideration of the primary commercial measures and how to make the systems in place work
- Explicit and clear plan as to how the development will be applied in "reality"

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Programme Overview

The Art of Effective Coaching

- Introduction of an effective Coaching Model
- Using the right Questions
- Building Rapport

Hassle Free Managing Performance

- Setting Yourself up to succeed
- Your Approach
- Making the “systems” work

Identifying business critical indicators

- Narrowing the focus
- Accountability

Implementation plans

- Mapping the learning back to the reality