

# An Introduction to Coaching

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## Learning Outcomes

Distinguish between coaching and other workplace learning.

Identify the key characteristics that make a good coach.

## What you will need:

Handout 1 - Introduction to coaching

Handout 2 - Characteristics of a good coach

## Content and suggested timings:

What is coaching? 15 mins

Variations on coaching 15 mins

What makes a great coach? 30 mins

**Total duration:** 60 mins

## What is coaching?

Coaching has many meanings and applications depending on the context in which it is delivered. For example:

### Sports coaching

A sports coach will have many hats and often there is a manager who sits above them. Their role is one of training, guiding, supporting and encouraging a team (or individual) to ultimately succeed in their chosen discipline. Coaching may be done one-to-one but may also be done with a group or the whole team.

### Life coaching

A 'life-coach' might be used when someone is facing a particular dilemma. This is often a professional relationship and is used when someone is looking to change an aspect of their life (career, health, relationship etc.). The coach will support, motivate and help the individual achieve their goal – but not do it for them! Life coaching is almost always on a one-to-one activity, but there can be exceptions.

### Executive/business coaching

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