

Coaching in Practice

10

Learning Outcomes

Illustrate a coaching scenario using all the skills covered.

What you will need:

- Handout 21 – GROW model template
- Handout 25 – Debrief questions
- A dressing up box - items of clothing, hats, glasses, hair accessories (wigs/beards?) to assist with the role play – this is optional, but we think it adds to the fun of the session.

Content and suggested timings:

Preparation	40 mins
Coaching in Practice	75 mins
Debrief	10 mins
Total duration:	2 hours, 5 mins

Preparation

During each of the preceding modules there has been lots of opportunity to practice coaching in different situations and in bite-size chunks. In this module you will start to conduct coaching sessions as if you are back in the workplace.

Split the delegates into groups of three, as the trainer do consider what best learning mix might be appropriate for your group. For example, depending on the group and their ability in the skill, consider if it is best to mix the abilities, or indeed group them together.

As with the exercise early on in this course when they had to identify a situation at work that they could deliver a coaching session on, ask delegates to again choose a situation. The situation will ideally relate to someone they are currently managing or working with, but it could also relate to someone they have managed or worked with in the past or in a different organisation.

Remind delegates that if any names are mentioned of actual individuals, in order for the training to be successful, it is important that all delegates are aware of the need for



confidentiality and that whatever is said during this training should stay in the training room i.e. should not be repeated outside the training room.

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