

Identifying Coaching Opportunities

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Learning Outcomes

Recognise when coaching is appropriate as an intervention
Choose the pull or push coaching style in given situations.

What you will need:

Handout 3 - When to Coach
Handout 4 - Push/Pull Model of Coaching
Handout 5 - Adopting the right approach activity
Timer
Flipchart pages and markers

Content and suggested timings:

When to coach	20 minutes
Push or pull coaching?	15 minutes
Adopting the right approach	30 minutes
Total duration:	65 minutes

When to coach

Ask delegates to consider when there might be opportunities for coaching.

As already mentioned, there are times when you will coach someone around a task or process at work. The focus will be on specific skills to do the job more effectively or efficiently e.g. **What they do!**

You can also coach someone on their personal attributes, approach, style or behaviour. The overall aim of this coaching is also to improve performance at work but includes looking at **how they do it!**

Divide your delegates into three teams and issue each team with flipchart markers and also one flipchart page. On each of the three flipchart pages you hand out will be one of the following headings (you need to write this in when preparing this session):

- ▶ Coaching opportunities – Task
- ▶ Coaching opportunities – Personal

▶ When not to coach

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