

## 'COACHING FOR SUCCESS'

People are the source of the success of any organisation. Hence leveraging and developing the skills of its people is critical to an organisation.

Good coaching skills enable managers and others to provide timely and appropriate support and help to colleagues, delivering sustainable success. Some people find coaching comes naturally, but most do not; real skill is needed to help someone find their own solution to an issue they face and share the coach's and others' experience in a constructive way.

It is very easy to get it very wrong. The good news is that it is also easy, with some basic guidelines and plenty of practice, to get it right and to make effective coaching a part of everyday life.

### **OUTLINE**

The 'Coaching for Success' course starts by providing a simple framework for coaching that can be used for anything from a five minute chat up to a long and detailed discussion about a complex issue. It is a tried and tested framework that works in all situations where coaching is appropriate.

The course then encourages delegates to practise – practise – practise. Trying out new skills in the safety of a course environment allows delegates to experiment and gain experience in a no-risk manner. The structured practice builds competence in using the framework and provides both experience of the sorts of issues that arise in the real world and feedback on how they were handled by the delegate. By the end of the course every delegate will have a thorough grasp of the framework and how to apply it, and will be competent to use their new skills effectively in the workplace.

The link back to work is enhanced by planning for a real coaching opportunity whilst on the course, and then follow-up support afterwards to ensure success.

### **PRESENTER**

Fiona Carter, director of CMF Solutions. Fiona has many years' experience, formerly as a manager in blue chip organisations and now as a coach and consultant.

### **BENEFITS**

'Coaching for Success' develops a basic skill that will impact both performance management and team morale. The ability of delegates to maximise the contribution of their teams will give improved performance that should translate through to the bottom line.

### **WHO SHOULD ATTEND?**

Anyone who leads other people, either as a line manager or more informally in a project environment. Both experienced managers and people who are just moving to a leadership role will benefit from the programme.

### **DETAILS**

The 'Coaching for Success' course is tailored to the needs of each client, taking into account the current skill level of delegates. It is typically 1 to 2 days in duration plus follow-up time. It can be delivered in-house or as an open programme.

### **FURTHER INFORMATION**

Please contact Fiona Carter on 01642 646609, or email [fiona.carter@cmfsolutions.co.uk](mailto:fiona.carter@cmfsolutions.co.uk)