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**COACHING, DEVELOPING
AND MOTIVATING****Duration: 2 days****Workshop Purpose**

The world of business can be compared to sport. The captain of the sports team is the supervisor/manager of the team – the person who makes things happens at the tactical/operational level where all the action is.

Coaching is a different approach to developing employees' potential. With coaching, leaders provide staff with the opportunity to grow and achieve optimal performance through consistent feedback, support and motivating interactions. Rather than relying solely on a review schedule, employees are supported along the path to meeting their goals on a day-to-day basis.

Competency Outputs

1. Understand the role of the Coach and the coaching process.
2. Adapt behavioural styles to the learning style of the team member.
3. Understand the goals for supportive, developmental coaching interactions.
4. Apply the behaviours important in coaching.
5. Understand and apply the principles of giving effective feedback.
6. Understand the importance of accurate observation.
7. Conduct motivating coaching interactions to enhance performance effectiveness.

Methodology

- Group and individual exercises
- Self- evaluation, reflection and action plan
- Case studies
- Role plays
- Application project to ensure transfer from workshop to workplace