



## Coaching for Performance

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# Coaching for Performance

## Introduction

This innovative and motivating programme, explains a structured approach to coaching which is effective when working with a new recruit or seeking improvement from an experienced player. You will learn:

- Being less of a boss and more of a coach is fundamental to modern management
- Good coaching builds trust and a positive climate between coach and team
- The process involves breaking tasks down to their component parts, helping people to improve performance in each element and enabling them to pull these elements together to achieve the desired effect
- Effective coaching comes from a person who has moved from imposed discipline, and into personal self-discipline, and as a result can coach and motivate for maximum performance

## Who Should Attend?

This programme is designed for team leaders and professionals at all levels who want to become effective at coaching and motivating others

## Training Methodology

The programme will be presented in a highly inter-active manner, with a very imp active computer presentation style. Individual and group activities, will intersperse the sessions. Video and role plays situations will highlight the major teaching features.

## Course Objectives:

It is essential for effective leadership to understand that:

- Coaching and equipping, is one of the most important acts of leadership
- Successful leaders recognize that to get things done cost effectively they must 'grow' people to their full potential
- Outstanding performance must be drawn from every member of the team
- This requires clear direction, feedback and personal empowerment

## Course Outline:

### Module 1 - Strategic Equipping For Leadership Coaching

- Changing roles
- What is real Leadership?
- How to equip Leaders for excellence
- The pursuit of excellence
- Developing key management competencies to create excellence
- Ways to develop your Staff potential and talent
- The coach as an environmental Change agent
- The need for transformational behavior
- Understanding the "self-image" significance in coaching

### Module 2 - The Leader as a Coach and Mentor

- What is coaching?
- Why is coaching so important?
- Making the transition from Leader to Coach
- Qualities and attributes of a good Coach
- Develop the Coaching Model
- What does coaching achieve?
- Select the appropriate coaching style

- Arranging a coaching session
- How to appraise a person's performance
- Coaching the subconscious mind
- Coaching the right performance attitude

### Module 3 - The Coaching/Motivation Process and Skills

- Influencing the readiness to change
- The importance of handling change
- How to motivate yourself and others
- Understanding the major steps of motivation
- Setting action orientated performance goals
- Working your own goal setting strategy
- Developing efficient Time management
- Learn to prioritize your time
- The importance of essential Listening skills

### Module 4 - Coaching for essential interpersonal relationship skills

- Choosing the right attitude
- Why we need Attitude adjustment
- Practice the greatest human relationship "Golden rule" principle
- The importance of appreciation
- Word power significance
- Use Transformational vocabulary
- Building personal strengths

### Module 5 - Coaching for pro-active results

- Developing Self coaching to fit your aims and objectives
- Know the secret of personal discipline
- Choose vital health and fitness
- Choosing Pro-Active leadership
- Understand the Circle of control
- How to be pro-active in your relationships
- How to apply Persistence Performance
- Essential qualities of a successful Corporate Executive
- Creating your on-going action plan for success