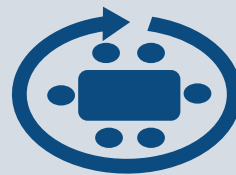


# COACHING AND DEVELOPING

A 90-minute learning nugget for up to 15 participants

Can be delivered virtually on Zoom or your own company platform

This fun and engaging learning nugget introduces participants to the role of the manager in coaching and developing their people, they will explore great questions, active listening and the opportunities for development they can offer their teams, ready to get going as soon as they leave the session.



## WELCOME AND INTRODUCTIONS

Coaching is defined, the benefits of developing people and using coaching skills.  
Outcomes and agenda

## THE MANAGERS ROLE IN DEVELOPING PEOPLE

The managers role is vital in successful development of people in their team, preparing and holding effective development discussions, different development opportunities around the business are explored – it's not just about training

## COACHING PRINCIPLES

Exploration of the skills needed to effectively coach people in the team, what do participants find easy/more challenging? The impact of taking advantage of coachable moments and how coaching doesn't have to take time

## AWESOME QUESTIONS

Different types of questions are explored, when to use different questioning techniques, a questions bank is created and a questioning activity to put skills into practice

## LISTEN UP!

The value of listening to really understand, avoiding the urge to respond, removing the need to share your solutions, skills of listening and a listening exercise to demonstrate listening limits

## ACTION PLANS AND INTEGRATION

The session is summarised and actions are planned and shared across the group

