

N854: Effective Coaching Skills for Leaders in a Remote Workplace

Instructor(s): Andy Beech

Format and Duration

Classroom - 1 Day

Virtual - 2 Sessions

Summary

This course has been designed to be delivered as a blended learning experience across two short webinar sessions enabling participants to be confident, competent and effective coaches in their role as leader, manager, or supervisor in the Energy Industry.

Business Impact: It is widely recognised that in order to be a **successful leader of people**, it is critical to have **effective coaching skills**. Not many have had any formal training on this important skill. The remote working environment the energy industry has recently experienced has highlighted the need for leaders of people to be even more effective coaches as we go through this period of massive change. It has also highlighted the need for leaders to widen the scope of their coaching conversations from simple problem solving and goal clarity issues to **wellbeing, resilience, and confidence**. Effective coaching can have a profound effect on **motivation and performance**, especially as we all navigate through many difficult situations.

Learning Outcomes

Participants will learn to:

1. Value the power of effective coaching and apply these skills in a remote environment.
2. Improve the quality of feedback given to colleagues, resulting in improved performance and motivation.
3. Be able to have "difficult conversations" with others that result in positive outcomes.
4. Establish methods of empowering other people and raise their accountability for their actions.

Training Method

This is a classroom or virtual classroom course comprising presentations, group discussion, and practical exercises.

Who Should Attend

This short course is designed for all current or emerging project leaders, supervisors, managers, and team leaders who wish to improve and adapt their ability to engage with their peers and staff and encourage improved motivation, accountability, and performance.

Course Content

Pre-Session Activities

- Optional personal coaching skill benchmarking (highly recommended)
- Coaching "diary" for one week
- Watch video on the GROW model and read article
- Coaching skill self-assessment

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Session Content

- What are the goals of a Leader as Coach?
- What are the topics and opportunities for a coaching approach?
- What are the barriers to effective coaching, internal and external?
- The GROW model in action
- Asking rather than telling
- Practice our coaching and receive feedback
- Remote coaching conversations— overcoming obstacles and leveraging the opportunities
- Action Plan & Close