Developing a Coaching Culture
Duration: 1 day

Course Overview

Welcome to the "Developing a Coaching Culture" training program! A coaching culture fosters a supportive and empowering environment where individuals thrive, grow, and reach their full potential. This one-day workshop is designed to equip leaders and organisations with the knowledge and skills to create a coaching culture that promotes continuous learning, collaboration, and high-performance.

During this training, you will learn the fundamentals of coaching, including active listening, powerful questioning, and providing constructive feedback. You will explore the benefits of a coaching culture and how it contributes to employee engagement and organisational success. Through interactive exercises and role-plays, you will practice coaching techniques and develop the confidence to incorporate coaching principles into your leadership style.

By the end of this program, you will be ready to champion a coaching culture within your organisation, helping individuals unleash their capabilities and driving excellence at all levels.

Join us for a transformative learning experience that will empower you to create a coaching culture that enhances individual growth, team collaboration, and overall organisational performance.

Who should attend?

This program is suitable for managers, leaders, HR professionals, and anyone interested in creating a coaching culture within their organisation. Whether you are new to coaching or looking to enhance your coaching capabilities, this training will provide you with essential tools and strategies to promote a coaching mindset and develop a coaching culture. If you are committed to empowering individuals and teams to achieve their best, this program is ideal for you.

How certification is earned

Upon successful completion of this course, you will be awarded a certificate of attendance from Expleo Academy.

Related courses

Attendees may also be subsequently interested in
- Identifying our Personal Values

Prerequisites & pre-reading guidelines

There are no specific prerequisites for this course.

Context

In this workshop you will learn the fundamentals of coaching, including active listening, powerful questioning, and providing constructive feedback. You will explore the benefits of a coaching culture and how it contributes to employee engagement and organisational success.

Course Objectives

On completion of this training, attendees will be able to:
- Understand the Concept and Benefits of a Coaching Culture:
  - Define the elements of a coaching culture and its impact on organisational success.
  - Recognise the benefits of fostering a coaching culture for individuals and teams.

- Master Coaching Skills:
  - Develop active listening skills to enhance communication and understanding.
  - Practice powerful questioning techniques to encourage self-discovery and reflection.

- Provide Effective Feedback:
  - Learn how to deliver constructive feedback that supports growth and development.
  - Understand the importance of feedback in nurturing a coaching culture.

- Create a Supportive Coaching Environment:
  - Cultivate an environment of trust and psychological safety to encourage coaching interactions.
  - Encourage open communication and a growth mindset within teams.

- Incorporate Coaching into Leadership Practices:
  - Integrate coaching principles into leadership styles and daily interactions.
  - Use coaching as a tool to motivate, engage, and empower team members.

- Develop a Plan for Building a Coaching Culture:
  - Create a roadmap to establish and sustain a coaching culture within the organisation.
  - Identify potential challenges and strategies to overcome resistance.

Course Outline

Introduction to a Coaching Culture
- Defining a coaching culture and its impact on organisational success
- Understanding the benefits of a coaching culture for individuals and teams

Mastering Coaching Skills
- Developing active listening skills for effective communication
- Practicing powerful questioning techniques to encourage self-discovery

Providing Effective Feedback
- Delivering constructive feedback to support growth and development
- The role of feedback in nurturing a coaching culture

Creating a Supportive Coaching Environment
- Cultivating an environment of trust and psychological safety for coaching interactions
- Encouraging open communication and a growth mindset within teams

Incorporating Coaching into Leadership Practices
- Integrating coaching principles into leadership styles and daily interactions
- Using coaching as a tool to motivate, engage, and empower team members

Developing a Plan for Building a Coaching Culture
- Creating a roadmap to establish and sustain a coaching culture within the organisation
- Identifying potential challenges and strategies to overcome resistance

Training Methodology
The training program adopts a learner-cantered and experiential approach. Participants will engage in group discussions, interactive exercises, role-plays, and coaching practice sessions.

Experienced coaches and facilitators will guide the learning process, providing constructive feedback and insights. The training will create a dynamic and supportive learning environment, enabling participants to build coaching skills and confidence.

Contact

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