

We have ten years' experience of delivering high quality coaching training for managers and team leaders. Our intent is always to ensure that the training is embedded into their daily working practice and that there are immediate benefits for managers, staff and the organisation in the adoption of a coaching approach in their roles.

Whether the programme is designed specifically for the client, an ILM specified coaching qualification, or a mix of both, we ensure that the learning experience is relevant, enjoyable, and most importantly, that the learning translates into behaviours and approaches that improve the effectiveness and performance of the client's workforce.

Consultation and Preparation

We want to make sure that the programme we design with you is tailor-made to meet your specific needs, so we will spend some time talking with key personnel identified in this process. This might include one or two potential participants, their managers, and other selected stakeholders. This ensures that the programme we deliver for you is fit for purpose and delivers the outcomes you require.

Programme Delivery

Our experience ranges from half-day coaching induction workshops, one day 'tasters', two and three day training programmes, to extended four day 'manager as coach' development programmes and longer coaching development programmes for senior managers as part of an organizational coaching strategy.

A typical programme might include some or all of the following:

- Pre-programme 1:1's
- Pre-programme self-guided study
- Workshop components extending over a period of weeks or months
- Workplace coaching practice
- Telephone tutorials/1:1s
- Post-programme tutorials/1:1s
- Personal or group supervision
- Client progress review meetings
- Evaluation meetings

Nearly all of our programmes include an element of workplace coaching practice, learning and feedback, and for this reason, our coaching training programmes generally consist of a minimum of three workshop days spread over several months, to allow this practice to take place.

Review and Feedback

We will review with the client, at the appropriate time, the success of the training. Success is evaluated through a variety of hard and soft measures, including specific targets, behavioural and attitudinal change, improvements in relationships, better communication, and any key success factors identified at the outset by the client.

Follow-On Requirements

Coaching is more than a stylistic approach to management. It can fundamentally alter the way individuals appreciate their own capacity to change their own behaviours and deliver far greater performance. This shift can often require some nurturing, particularly in the embedding period. We can provide ongoing support in the form of 1:1 coaching and supervision, group supervision, learning sets and additional skills/techniques workshops, as well as continuing to support the client's own training and development function so the work becomes self-sustaining over time.

Benefits include:

Our bespoke coaching training offers clients:

- Tailored coaching solutions that fit your timeframe, requirements and budget
- The flexibility to train a few coaching 'champions', a group of senior managers, or a large number and range of managers and team leaders
- The possibility of mixing ILM Level 3 and Level 7 accredited programmes with bespoke programmes, so the offering has broad appeal
- Unparalleled expertise in delivering coaching training programmes to the highest standard
- The possibility of developing an organisation that has higher levels of employee responsibility, enjoyment, job satisfaction and personal workplace performance.

Contact us...

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