



TRAINING THAT DEVELOPS  
*REAL CAPABILITY*



**Coaching Skills for People Managers**

LPD001

## Coaching Skills for People Managers

This course is designed to provide individuals and managers with the ability to support others as they develop existing and/or new skills to enhance their individual performance in the workplace. This course will give an opportunity for attendees to learn about useful coaching models, as well as the opportunity to practice these models and receive feedback and support as they develop their own individual coaching abilities. This course will provide the skills, knowledge, and tools required to undertake organizational coaching.

### Duration & Price

Duration: 2 days

Delivery mode: This programme is available In-Company

### Dates & Locations

*In-Company training programmes are customised for your organisations specific needs. Most In-Company training is now delivered virtually.*

### In-Company Training

Please [contact us](#) for more information on our In-Company training options

### What's covered?

- Understand the role of the coach.
- Understand what makes a good coach.
- Separate the coaching role from other organisational roles.
- Understand how and why individual performance can be improved through coaching.
- Set meaningful and powerful coaching goals.
- Understand how individual coaching can contribute to organisational goals.
- Create the necessary safe and confidential conditions for coaching effectiveness
- Understand the role of questions in the coaching process.
- Agree outcomes and managing expectations.
- Understand and address the challenges in the coaching relationship.

### Who should participate?

Anyone who wants to have an understanding of the organizational and workplace context within which performance and career development takes place. Those who would like to have the skills, knowledge, and tools required to undertake individual and organizational coaching.

## What will I learn?

Participants achieve the following learning outcomes from the programme;

- Understand the distinctive nature of coaching as a tool for enhancing workplace effectiveness and career development.
- Learn how to use the G.R.O.W. model of coaching.
- Understand the organizational context of coaching.
- Learn how to set powerful goals for individual development.
- Understand the importance and confidential nature of the coaching relationship.
- Develop the skills of active listening and questioning.
- Develop personal effectiveness as a coach.
- Manage a coaching relationship and evaluate the effectiveness of coaching as an employee development tool.

## How do we train and support you?

Building on over 40 years combined experience in human resource learning and development; the tutors utilize an experiential learning approach to their programs. This methodology of learning provides an opportunity for learners to engage with, experience and apply the learning in a practical way and also provides the opportunity for learners to receive feedback on their newly applied skills. The opportunity is also provided to learners to reflect on the full learning experience and how this might be of value to them in the achievement of their learning goals.

To assist and continue with skills development, we facilitate via email a post learning reflective practice utilising skills practice sessions recorded during the course. This assists delegates in embedding new learning, gives further support and enables them to define any further actions required.

This program offers one to one or group coaching as an additional element to further support the delegate and embed the learning process.

Tutors



Gina Ryan  
[View Profile](#)

## What Our Learners Say

We believe in excellence through transparency and continuous improvement. That's why we invite all our delegates to share their experiences on [CourseCheck.com](https://www.coursecheck.com), an independent platform dedicated to genuine, unfiltered feedback. Learner insights help us not only to enhance our training programmes but also empower potential learners to make informed decisions. Click on the link below to read firsthand experiences and testimonials from past learners.



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SQT Training Ltd. | T: +353 61 339040 | E: [info@sqt-training.com](mailto:info@sqt-training.com)  
W: [sqt-training.com](http://sqt-training.com)



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