



Coaching and Mentoring

How they blend together in the workplace

Duration

Half day

Introduction

I think we have some misconceptions about what it is to be a coaching and mentoring manager or leader. This training session will breakdown the difference and how to use each method to develop your team, raising competence levels and performance, while providing opportunity for self-development and career progression

This is a fun and active session

Stages of Mastery

1. What's the confusion, untangling the myths and looking at benefits
2. Learning new skills and how to apply them
3. Putting it all together in a strategy that works within your team

When you walk away

1. You will have the confidence to try new skills
2. You will know the difference and when to tap into each one
3. You will have experienced the dos and don'ts
4. You will understand the benefits of direction when needed, but not as the norm

How to make the most of the training

1. Think of times you 'tell' people what to do and as we work together see how many can be opportunities for coaching or mentoring
2. Identify staff that fall into the 'child-parent' trap and start to think about how you can change your part in that dynamic
3. Commit to changes you need to make (we will look at them in detail within the training)

