# Core – Virtual Leadership Development Coaching

Coaching skills for leaders

Coaching has become the indispensable development tool for any forward-thinking 21st-century company. Unlike training, which may be solely focused on imparting task relevant skills, coaching is intent on facilitating immediate and long-term – usually holistic – individual development. While the emphasis is on individual growth, the cumulative effect of a coaching approach on a business unit, department or even a company has in many cases proven to be transformational.

This is why effective coaching offers organisations a win/win solution: done right, it has the power to challenge, enable and stimulate individuals to turn their potential into maximum performance. At the same time, results-based coaching has been shown to enhance the productivity, the competitiveness and the image of a company. A suitably empowered Leader-as-Coach would recognise many opportunities to upskill his/her team and also improve performance in the workplace.

# WHAT YOU WILL LEARN
**As a result of attending this programme, you will...**

**1** INTRODUCTION how to differentiate coaching from other professions - consider what to learn from other professions and how to put it to use in your coaching approach

**2** EXPERIENTIAL LEARNING the impact of adult learning on coaching - Kolb's Experiential Learning Model as a tool to use in assisting clients to learn and grow through current workplace experience

**3** CONTRACTING & BUILDING RAPPORT the coaching process and relationships - create a safe, supportive environment that engenders ongoing mutual respect and trust, and encourages colleagues to contribute freely

**4** ACTIVE LISTENING what the coachee is saying and not saying- understand the intended meaning and facilitate lucid, unambiguous communication in the workplace.

**5** POWERFUL QUESTIONS tools for performance and development coaching. Practicing models that are developed for enhancing performance in the workplace

**6** PERFORMANCE COACHING tools for performance and development coaching. Practicing models that are developed for enhancing performance in the workplace

**7** SKILLS PRACTICE I & SUPERVISION Q&A, peer coaching practice. Getting familiar with coaching employees and peers

**8** SKILLS PRACTICE II & SUPERVISION This last module facilitates the completion of the adult learning cycle and provides a model for self-directed learning going forward

# WHY CLP's VIRTUAL LEARNING IS DIFFERENT

## CREATES REAL CONNECTION

## USE OF UNIQUE COLLABORATION TECHNOLOGY

## MAXIMISE LEARNING TRANSFER

## EASILY CUSTOMISABLE AND SCALABLE

This classroom experience works best with a small virtual group of up to 8 participants to create opportunities to exchange and to learn from each other. This is a 1.5 hour virtual classroom experience over a period of 6 weeks, followed by a 2 hour session in week 7 and 8. Each participant will gain from one private one-to-one coaching session with the trainer during the programme. Simultaneously, we are using online collaboration technologies such as Mural and communication tools such as Zoom. It is essential to be able to use two screens in parallel to enjoy the full classroom experience. CORE is initially offered in English, though, other languages, such as German, Afrikaans, Mandarin etc. are available upon request.

## WHO IS IT FOR

Core is for any leader that is in need of help facilitating immediate and long-term individual development, as well as support in applying these skills to the wider department and/or company.

## INVESTMENT

We offer Core as an internal company training for €1,600 per session. The price includes a tech-check for all participants.

## CUSTOMISATION

This training is available as a standardised, off-the-shelf product to help you react quickly and effectively to changing market demands. However, our productised modules such as this can be combined with others and customised to create an effective pathway to achieve your desired results. Learn more about our Customised approach, or fill out the form below to request an example offer or to discuss your own specific need and receive a customised offer.

## FLOW

One week before the workshop you will receive a code of conduct to read and a short instruction video on how to use Mural and Zoom. Once entered Mural, you will find a quick game that makes you familiar with this collaboration tools' functionality.

On the day of your first Core session, we advise that you join the training 20 minutes prior to official starting time. You will meet other participants and start a set-up sequence to optimise your later experience.

Your actual Core experience is 14 hours in total. Please allocate extra time in between the modules for homework and practice. And the experience does not have to stop after 8 weeks. We will give you the opportunity to create a "bond" with your learning partner to continue this journey after the workshop has officially finished. And, we would love to hear how you integrated your learning and made a difference.

"The coaching programme was one of the most useful trainings I attended in the last couple of years. The training sessions gave me a clear idea how to change my approach of developing my employees." MANAGER INTERNATIONAL IT GROUP, GERMANY