



**Walsall
Council**

Coaching Skills Gym **Introduction to** **Coaching** **Strength Training**



Coaching Skills Gym

Programme goals

With less funding and resources available to public sector organisations, this gym aims to equip managers with the skills to conduct effective coaching conversations, enabling them to help their teams to gain solutions to problems and better support themselves through challenging times.

Expected results

By the end of the skills gym participants will be able to;

- Identify the core skills and behaviours required to coach
- Help teams to become more resilient and innovative when problem solving
- Apply the practical techniques back at work to transform their management style, helping to develop their team and improve interactions with those they work with

Benefits of using a coaching approach

Learning to use coaching skills requires a bit of practice but even in the short term will produce excellent results. The tools and techniques learned will be useful in your day to day role, including:

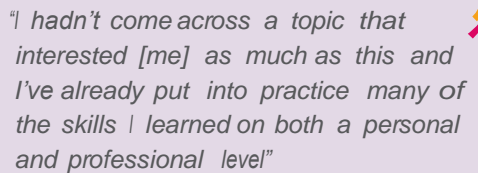
- Conducting performance conversations i.e. appraisals, supervision and one to ones
- Helping and supporting someone who is struggling or having a difficult time
- Ensuring goals are met

- Handling conflict between colleagues or between yourself and someone else
- Following up when someone hasn't done what you've asked
- Asking someone to take on a new task

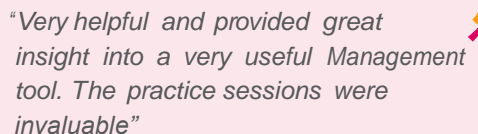
Coaching can also be beneficial in

- Building capability, personal performance and effectiveness
- Improving job satisfaction, motivation and commitment
- Strategy and decision making
- Confidence building and dealing with self-doubt
- Behaviour change
- Attracting and retaining staff
- Leadership development and interpersonal skills

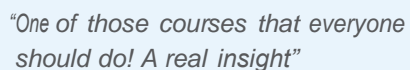
What other participants say...



"I hadn't come across a topic that interested [me] as much as this and I've already put into practice many of the skills I learned on both a personal and professional level"



"Very helpful and provided great insight into a very useful Management tool. The practice sessions were invaluable"



"One of those courses that everyone should do! A real insight"

Strength training includes:

Warm up

A warm up is essential to prepare the brain for the exercises ahead. It will also help you to gauge to what extent the session will help to meet your personal objectives and therefore enable you to achieve the best outcomes possible from your workout.

- **What is coaching?**
- **The benefits of coaching**
- **The difference between coaching and mentoring**
- **Essential elements of coaching**



Work out

Prior to completing more in-depth training, a combination of basic skills and behaviours will prepare you for your role as a coach. This session will include some dynamic stretches to develop your mind for effective coaching.

- **Questioning skills**
- **Listening skills**
- **Goal setting and action planning**
- **Coaching practice (including opportunity to receive coaching on a subject of your choice)**



Cool down

The cool down will help to reduce your heart rate and prepare your body and mind to consider what post workout stretches are required.

- **Q&A session with a qualified coach**
- **Review and planning your practice**



The cool down will introduce you to putting what you have learnt into practice, and developing your own personalised workout. Your personal trainer will help you reflect how you have done in the follow up supervision session.

The Gym

Time: Coffee on arrival at 9.00am for a prompt start @ 9.30am - 4.30pm finish

Level: All levels of management and anyone who has to facilitate decision making or support the development of others

Dates and locations

Skills Gym Four 25th March '15
***Supervision session** 27th April '15

Skills Gym Five 26th March '15
***Supervision session** 28th April '15

* You will only be required to attend for ½ day for the supervision sessions. Your AM/PM time will be confirmed during, or shortly after the first day.

All events will be held in the Oak Room HR, 3rd floor of the Civic Centre

All delegates are required to attend both the one day skills gym and the related ½ day supervision session. Anyone failing to attend either part of the programme will be re-charged the full cancellation fee of £105

For further information or to book your places please contact:

Geoffrey Giblin Trainer (Leadership and Management Development)

gibling@walsall.gov.uk 01922 655714

Your personal trainers

The skills gym will be delivered by qualified facilitators and coaches who also have in-depth knowledge of the issues and challenges facing managers in the public sector, making them ideal for delivering an innovative programme that combines key coaching skills with practice.

In addition you can also find out more about receiving work based coaching from the West Midlands Coaching Pool, to help transform you or your team to be more effective in these challenging times.

Spaces are limited so book now!



About us

WME provides products and services to support:

- **HR and Organisational Development**
- **Recruitment and Selection**
- **Psychometrics and 360 feedback**
- **Leadership and employee development**
- **Coaching and mentoring**
- **Mediation**
- **Pay benchmarking**



Walsall Council

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