



**COACHING
SKILLS
DEVELOPMENT**

“ *I doubt there is a single manager in our business that would not benefit from this.* ”

HOW TRAINING OTHERS TO COACH BENEFITS BUSINESS



PROBLEM

We all know the old Chinese Proverb, usually attributed to Confucius:

‘Give a man a fish and you feed him for a day. Teach him to fish and you feed him for life.’

So it is with training others to train, or, in this case study, training them to coach.

One client, in response to the new demands its business faced as it grew, recognised that developing their teams would help their people to meet and overcome those new challenges, over the next two years of portfolio growth.



SOLUTION

Following an in-depth consultation period, we saw that coaching their staff directly would be a positive start to helping meet the business’s objectives. However, we recommended instead that we equip their new and existing managers to coach their staff and, in this way, deliver a long-term and flexible solution.

We proposed and ran a series of coaching courses, designed to improve business results by increasing manager competence in coaching. This, in turn, helped those managers to understand why coaching has such a positive impact on performance in the workplace. The first two courses we ran for managers and field trainers were ILM Level 5 and Level 3 Coaching programmes.



RESULT

Due to its success and spreading reputation, demand for the programme has spread beyond the initial group of managers with more courses already added to the management calendar.

On the ground, the client and their management teams have reported a noticeable increase in manager competency and effectiveness in coaching.

Target managers have reported boosted levels of listening, enhanced confidence in coaching skills and the identification of innovative ways of working with reports to achieve improved results.

COURSE OVERVIEW

ILM LEVEL 3 AWARD IN COACHING

- Aimed at people looking to develop their coaching ability within their current role
- Guides delegates through vital coaching principles
- Facilitates coaching conversations that unlock potential and unleash individual performance

ILM LEVEL 5 CERTIFICATE IN COACHING & MENTORING

- Ideal for managers who are already carrying out coaching and mentoring in their everyday role
- Get a critical understanding of the role and responsibilities of the workplace coach and mentor
- Deepen your understanding of how coaching and mentoring can impact an organisation
- Be able to assess your own skills, behaviours and knowledge as a coach and mentor
- Provide evidence of your own development as a coach and mentor through the qualification
- Plan your further development
- Plan, deliver and review coaching and mentoring in your organisation
- Accredited by ILM – the largest body for management qualifications in Europe – so participants can gain a qualification that is internationally recognised and serves as a foundation for further learning

Contact us for more information on Leadership & Management training

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