

# Coaching BEhaviours



## What previous participants said

*"I never realised how limiting my style of questioning can be for others. Petra's observations were so true and made me realise why I found managing some staff members really difficult. The practice of coaching really tested my impulse control, but I see now how bad that really was. I hope I can do in real life what I experienced here."* (Restaurant Manager)

*"I am so glad we practice the questioning styles, as I now realise how leading I was"* (Financial Director)

*"I nearly left with my old resistance to coaching being something that feeds people's excuses, but in the afternoon the light went on! After experiencing the breakthrough in my coaching conversation, I am going to give this some serious effort"* (CEO Charity)

## Benefits to attend

- Control performance-related conversations
- Improving productivity & get results by improving performance
- Building empathy without ending up with more work
- Reduce your time spent on challenges.
- Delegate effectively and fast.
- Improve your management/leadership style with attentiveness

## Who will benefit from attending?

Those leading people and performance.

## What dates and where is it on?

2 Oct & 11 Dec 2015 in Dublin; each day will run from 09:00 – 17:00 with 15 minutes breaks in the morning and afternoon and 1 hour for lunch.

## What will you learn?

- How to use Coaching Behaviours to empower others
- How to use Coaching Behaviours to evoke others' star performance
- 4 Sample Coaching Models
- What Coaching Behaviour is (is not)
- The difference between Coaching, Mentoring & using Coaching Behaviours
- Deep listening skills
- Various questioning styles

## How will you learn?

The morning is learning the methods of using coaching behaviour and practicing on each other & the afternoon is practicing on actors who will represent your unique challenge. Following the course you will be working with a fellow student to develop your coaching behaviours. There will be pre-workshop reading & a pre-reflection questionnaire

## How do I book?

The course fee is €875. Bookings paid before 1<sup>st</sup> September will receive 15% discount. The course fee includes a workbook, lunch and beverages on each day. *For the first 3 and subsequent 2 paid bookings we offer a free place to a registered charity.* Send your name, details and course description to [Caitriona](mailto:Caitriona@tobe.ie) for us to send you an invoice.