

COACHING CONVERSATIONS THAT GET RESULTS - AWARENESS

ENHANCING BUSINESS SUCCESS



Recognise benefits of coaching in your managerial practice.

Successful organisations recognise that speed, whether it be of change, of information, the way customers want solutions, technology and social media or the way they need to conduct their business to remain competitive is making huge demands on their people and their performance.

Performance management is only one side of the coin, organisations are now recognising that their internal coaching processes are a vital adjunct to their existing people management systems and processes. New models and processes are needed to sustain success. Effective coaching answers this need.

This programme explains what this methodology is, how it works and how it can be used as a positive and permanent feature for sustaining business growth and success.



1/2 Day Informative Workshop

Comprehensive Materials

Pre-requisite for the set of coaching courses

BUILDING UNDERSTANDING

A highly participative, facilitated workshop with group and individual work, paper based exercises and activities.

For more information, visit tackinternational.com or call us on +44 (0)1923 897 900

THIS COURSE WILL ENABLE YOU TO:

- Explore this coaching suite of courses
- Explain why coaching is being introduced
- Formulate how the coaching process works
- Improve the skills of using the GROW model
- Experience the benefits of coaching at work
- Recognise the many daily opportunities for coaching



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a GI GROUP brand

COACHING CONVERSATIONS THAT GET RESULTS - FUNDAMENTALS

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Acquire essential coaching skills.

In today's world of work, people are required to think more and more about what they do, so conversations that stimulate and improve our thinking are essential.

Resources are becoming scarcer. The only resource that is unlimited is people's imagination and intellect. So we need to focus on these traits and adapt our people practices accordingly if we are to grow sustainably.

Coaching is about facilitating self-directed learning and development. This programme builds and improves upon the fundamental skills that people require to become great coaches and aids the development of themselves and others.

The coach does not necessarily have to have specific expertise in the area of influence of the person they are coaching, indeed this can often be an advantage.



2 Day Course

Comprehensive Materials

CCR Awareness workshop is a prerequisite for this module

LEARNING THE ESSENTIALS

A highly participative, facilitated workshop with group and individual work, paper based exercises and activities.

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THIS COURSE WILL ENABLE YOU TO:

- Understand the CCR model, and its different elements
- Build rapport to increase confidence
- Ask powerful coaching questions
- Actively listen
- Stretch others in a safe and comfortable way
- Feed forward ideas that develop others
- Be curious and willing to grow as a coach
- Build confidence and belief that you can perform this role effectively



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COACHING CONVERSATIONS THAT GET RESULTS - INTERMEDIATE

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Develop your coaching skills.

Building on the transferred skills of people in the business ensures a richness of dialogue that enables people to achieve results through regular and positive coaching conversations.

This intermediate programme progresses the use of the 4 coaching skills and builds confidence in those who focus on, and commit to, quality coaching for the performance development of others.

In any skill development process, first-hand experience, practice and time can dramatically help to intensify the ability and skills required to coach different people in a way that gets the best from an individual.

Participants for this programme will have previously attended both the Awareness and Fundamentals programmes, ensuring adequate time for implementation and practice of their basic coaching skills in the workplace. This workshop is designed to extend coaching capability to the next level.



3 Day Course

Comprehensive Materials

CCR Fundamentals module is a prerequisite for this module

BUILDING SKILLS

A highly participative, facilitated programme with group and individual work, paper based exercises and activities that encourage the learning process.

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THIS COURSE WILL ENABLE YOU TO:

- Learn and develop the Coaching Conversations that Get Results (CCR) Mindset
- Coach others (and self) through Change
- Apply the 4 skills in everyday contexts
- Master the GROW model
- Manage the “Inner Game”
- Take responsibility for modelling coaching back at work
- Build confidence and develop as a CCR coach



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COACHING CONVERSATIONS THAT GET RESULTS - ADVANCED

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Excellence in coaching.

Being able to excel in a skill you are passionate about is extremely rewarding. When you see the impact on the achievements of others, attained through your positive coaching conversations, this has a direct correlation on your own sense of well-being and value.

The advanced skill set of an expert coach makes a significant contribution to the development of others and the performance improvement within your organisation. The ability to work at any level, with any person in the business to secure its success and sustainability, means your own contribution is crucial to the team and the organisation.

This programme enables you to secure the skills and mindset of an expert coach to a state of 'unconscious competence', whereby coaching conversations are entirely natural and intuitive every day, ensuring optimum performance enhancement of others in the organisation.



2 Day Course

Comprehensive Materials

CCR Fundamentals & Intermediate modules are prerequisite

ADVANCING SKILLS

A highly participative, facilitated programme with group and individual work, paper based exercises and activities that encourage the learning process.

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THIS COURSE WILL ENABLE YOU TO:

- Reflect on the star of the CCR Mindset
- Use anchoring principles
- Sharpen the intervention when applying the coaching skill set with Senior Leaders
- Coach people from Resistance to Exploring
- Coach on unpleasant emotions
- Modify behaviour through coaching
- Coach as an Expert



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