


THE COACH APPROACH



Reality
Relevance
Results

COACHING FOR PERFORMANCE

Developing a coaching culture... one conversation at a time

Why this program?

Coaching conversations increase engagement, reduce turnover and support people to develop their full potential. Yet coaching conversations are rare. Why? Because everyone is busy, everyone needs a quality outcome and most of the time it is simply easier to do it yourself... or so it seems.

Our desire to deliver, stops us developing others.

Leaders want their people to step up, take more accountability and responsibility, think for themselves and demonstrate leadership potential, yet for people to step into their own leadership, we must learn to step back. When leaders struggle to let go, their people struggle to step up.

To develop potential in others we need to move from telling to asking, from control to co-creation, from compliance to engagement. That's where The Coach Approach can help.

What if every conversation bought you more time, better results and better engagement ... exponentially?



Anneli Blundell
People Whisperer

Anneli brings to her clients a recognised expertise in the field of below conscious communication and motivation.

Fuelled by her passion for the study of interpersonal dynamics and communication mastery, Anneli works with her clients to decode the dynamics that make or break performance.

PROGRAM DETAILS

- 7 x 2hr content modules
- 3 x 2hr skills labs
- Virtual sessions
- Small groups of 15
- Workbooks included
- Learning bite series optional

NEXT STEPS

- Contact us to discuss how this program can support your organisation today
- M: 0423 023 032
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"Another great session, very unusual to see this level of engagement from such a wide range of people. This comes down to a great facilitator and excellent content. Well done." – P O'Connell

"Really encouraging to see how natural everyone is in their coaching now. An excellent use of time and very valuable experience going through this training" – J Dawson

"The feedback from my team has been so positive. My coaching started out clunky and a bit scripted but I've now helped people gain new roles AND delivered the strongest engagement score in my area at 95% through my enhanced coaching skills." - K Te Raki

AnneliBlundell
people whisperer

What's involved?

Building a coach approach is about understanding how and when to coach as much as it is about what prevents us coaching more often.

The key to success however, is embedding the coach approach as a habit. Breaking old paradigms, forming new rituals, being dedicated to others' development, takes practice. This program covers the principles and processes of coaching so leaders can balance the fine line between Coaching and Managing, in the same role.

This virtual program covers 7 content modules and 3 skills labs (2hrs each), spaced a month apart. This supports learning over time and ensures sustainable behaviour change.

Content modules	Key principles	Useful habits
1. Context	Your coachee is capable and resourceful	Coach when they're capable
2. Listening	Listen at all levels	Listen beyond the words
3. Presence	Your presence affects their performance	Breathe to get grounded
4. Curiosity	Separate behaviour from intention	Look for another meaning
5. Reflecting	Acknowledge to amplify	Reflect back what you want more of
6. Responsibility	Stay above the line	Don't rescue
7. Questioning	Questions before contributions	Ask before you tell

"You cannot teach a man anything; you can only help him to discover it in himself." Galileo