Soft Skills 4 TECH

Coaching Technical Teams

ARE YOU MAKING THE BEST OF YOUR TECHNICAL PEOPLE?

Research shows that technical people typically possess a drive to analyse and explore systems, to figure out how things work, to understand processes, to get to the bottom of the underlying causes of both success and failure.

These are skills that every organisation needs, and many of the world's best companies have discovered how to get the best from their technical people. They understand the value of the unique insight techies can give, and how their ideas can fuel changes for success.

And, contrary to popular belief, many people in technical roles are highly creative (picture Bill Gates). They have the ability to focus with great intensity in one area and also see innovative ideas, patterns and possibilities that would be missed by the rest of us.

So how do you harness the skills of technical teams? How do you encourage them to contribute, to explore, to influence?

We've found that coaching is a great model for encouraging technical teams to participate fully, to apply their wisdom, to be the catalyst for positive change in organisations.

Being a great coach demands empathy. It requires powerful questions that guide the person being coached through the issue under discussion. And we are experts in teaching these skills to technical team leaders as well as non-technical staff.

SOLUTION

This unique one-day programme is specifically designed for people coaching technical teams and is specifically tailored to the technical mindset.

What is coaching?

Understanding the coachee

Coaching tools to suit the coachee

When should you coach?

Applying a coaching model

Coaching to get results

This course will improve your understanding of what coaching is, and how to apply the coaching model to technical teams and individuals. It gives you the skills to coach and motivate your team to high performance and get results.