

Coaching : an approach for helping individuals and teams

Learning objectives

At the end of this course the participants should be able to:

- Define “coaching”;
- Identify situations where coaching should and could be encouraged;
- Be familiar with the “Knowledge Accessing Modes Inventory” (KAMI) and with its applicability in the coaching process;
- Understand how learning styles can play an important role in the ways we communicate in a coaching context;
- Discuss the conditions that contribute to learning in a coaching process;
- Use appropriate strategies that permit the conciliation of organizational and individual needs in a learning process based on coaching;
- Identify the elements that allow for effective coaching;
- Identify the five phases of a coaching process;
- Analyse the characteristics of the ideal coach in relation to different learning styles;
- Identify methods for measuring progress that results from a coaching process.

Content

The content of this course can vary in response to the different needs of clients. The course may include:

- What is coaching?
- Where and when should coaching be considered?
- The KAMI model and its applications to coaching;
- Coaching strategies for different learning styles;
- Andragogy and the conditions that contribute to adult learning;
- The five phases of coaching;
- The indicators of progress applied to learning.

Course participants and duration

This two day course is normally given to groups of 8 to 12 participants from the same organization. Since different clients' needs vary, we can adapt the schedule, the content and the learning activities so as to respond to specific needs.