

Course L045: The Role of the Coach

COURSE DURATION:

30 minutes

TARGET AUDIENCE:

- Line managers and others for whom coaching is part of their job role

AVAILABLE IN:

- Audio

DELIVERED VIA:

- Intranet
- Internet

Having completed this course the learner will be able to undertake a role appropriate to that of the coach within the coaching relationship.

This course will help the learner to understand the critical role the coach plays in the coaching process. In particular the learner will appreciate how the role differs from that of a trainer, mentor or other developer of people. The learner will also recognise the benefits that result from adopting an appropriate role when acting as a coach.

For an organisation to operate successfully it is essential that its employees, particularly those in key positions, are able to 'think outside the box', make decisions and operate independently. Effective coaching encourages those being coached to adopt a mind-set towards their own development that fosters these qualities and positive behaviours. A 'coaching culture', therefore, creates a workforce that is well able to support the demanding needs of a modern, constantly changing and non-bureaucratic organisation.

Course Content

- What does a coach do?
- Key coaching behaviours
- The benefits of coaching
- Desired coaching outcomes
- Deciding the coaching goals