



Advanced Coaching and Mentoring

Who Would Benefit

Senior delegates with some experience of managing, who want to develop their skills in nurturing high performance in others through coaching and mentoring. Increasingly, senior managers are required to become mentors for aspiring staff members (often graduates) so this programme will equip them with a wide range of coaching and mentoring methodologies which, as a bonus, can also be used for self-coaching.

Objective

By the end of the programme, you will understand the difference between coaching and mentoring, know how to conduct effective sessions for each and be able to apply a range of structured models that are proven to nurture high performance.

Content

- Exploration of what coaching is and how it differs from mentoring
- The skills and qualities of an effective coach and mentor
- Building a relationship of trust and rapport
- The three levels of listening - which should be used in a coaching conversation?
- Intuitive questioning – when to use open, closed and probing questions
- Coaching and mentoring models:
 - TGROW – the ‘core’ structure for coaching and mentoring
 - ACEFIRST – model of change in leadership coaching
 - LASER – leadership coaching process
 - Table model – for identifying and dismantling limiting beliefs
 - Back to the Future model – for plotting the route to goal achievement
- The importance of values and why goals that are out of alignment with values will never be achieved
- Creating a mentoring contract in conjunction with the mentee – what needs to be included
- Generating commitment and motivation in others to carry out actions identified in a coaching or mentoring session
- Practical opportunities to carry out coaching/mentoring sessions with fellow delegates

Duration

One day intensive programme that can be extended and deepened

CPD hours

Attendance of this course awards up to 6 CPD hours where you consider it relevant to your professional development needs