

Coaching: the approach

Group Training

Training code	COABAS
Spoken Language	Dutch
Language Materials	Dutch
Dayparts	7
Price	€2.100,00 excl. VAT No extra costs.

What is Coaching: the approach

Organizational development and employee development go hand in hand. That is why organizations pay attention to the professional and personal growth of employees. In this training you will learn coaching skills, so that you can contribute to this personal growth. With your support, the employee learns to solve issues he encounters independently.

You are used to working in a solution-oriented way. That is fine in many situations. The downside is that the other person continues to need you. A coach helps the other person to face his problem clearly, to recognize patterns in his thinking and to find solutions himself. In this way, his problem-solving ability and self-knowledge increase and he takes a big step in growth as a professional.

As a coach you are curious about what moves and motivates people. You listen without judgment, observe and ask questions. That sounds simple, but it is not! Our tendency to offer solutions, make assumptions and have an opinion gets in our way.

After the training:

- You know the basic attitude of a coach
- Can you structure a coaching conversation
- Do you understand the effect of different types of questions and interventions
- You have insight into your own strengths and weaknesses with regard to coaching
- You are able to conduct effective coaching conversations
- Are you able to give the other person insight into his thinking patterns and qualities
- You are able to use techniques to guide the coaching process

Who should attend Coaching: the approach

The training is intended for managers and professionals who see coaching as part of their job. For example, you have the role of manager, project leader, scrum master or HR employee. Or as a senior employee you are the point of contact for (junior) colleagues. In many roles it is very useful to be able to coach.



Prerequisites

We expect you to have at least three years of work experience.

Objectives

You can conduct a professional coaching conversation by structuring and making the right interventions. You are aware of your attitude, choice of words and position in relation to the other. As a result, you contribute to the independence and problem-solving ability of the other person. You experience how you achieve more by doing less. You will also experience how much fun coaching is!

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