

Coaching: the approach

Group Training

Training code	COABAS
Spoken Language	Dutch
Language Materials	Dutch
Dayparts	6
Price	€1.745,00 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 the Coaching: the approach

The training is intended for managers and professionals who see coaching as part of their task. You offer guidance to a team or to individuals and, 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.

Prerequisites

In order to successfully complete the training, you are expected to have at least three years of work experience and are engaged in or are orientating on coaching.

Objectives

The training "Coaching: the approach" focuses on the development of people and the way in which you can steer and influence this as a coach. Curiosity about what moves people and motivates them. You want to know what basic attitude and skills are needed to actively support people in their development. This training gives you insight into the coaching process and gives you the opportunity to discover how you as a coach can give direction and direction. After completing the course: you have become acquainted with the basic attitude and basic skills, which you need as a coach to release the potential qualities of people, you have insight into your own strengths and weaknesses with regard to coaching, you are capable of effective coaching conversations to conduct you are able to hold conversations about the meaning and meaning of work can you give the person you coach insight into his / her own responsibilities you are able to use a number of techniques that can help you as a coach to guide the coaching process send

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