

Coaching: the approach (NL)

Group Training

Training code	COABAS
Spoken Language	Dutch
Language Materials	Dutch
Dayparts	7
Price	€2.400,00 excl. VAT No extra costs.

What is Coaching: the approach

The development of organizations and employees often go hand in hand. Paying attention to the personal growth of colleagues is therefore essential.

In this training you will learn to apply the basic principles of coaching, so that you can contribute to the development of others within your organization. With your support, a colleague learns to independently solve issues he encounters.

As a coach you are curious about what moves and motivates people. You listen without judgement, observe and ask questions. That sounds simple, but it's not! Our tendency to offer solutions, to make assumptions and to have an opinion often gets in our way. As a coach you help the other person to face his challenge clearly, to recognize patterns in his thinking and to find solutions yourself. In this way, his problem-solving ability and self-knowledge increase and he takes a step towards growth as a professional.

Who should attend Coaching: the approach

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

Prerequisites

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

During this training you will be submerged in the coaching process. Keep in mind that you will receive assignments to take home between the training days. You will immediately apply the theory in your own practice, by practicing conversations with a practice coachee of your own choosing.



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 person. As a result, you contribute to the independence and problem-solving ability of the other person. You will experience how you can achieve more by doing less. You will discover how much fun coaching is!

After the training you:

- Know the basic attitude of a coach and you know how to apply it
- Can create a safe (coaching)situation for your coachee
- Are able to apply listening techniques
- Can structure a coaching conversation
- Know interventions that you can use during a conversation
- Have basic knowledge of psychological concepts

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