

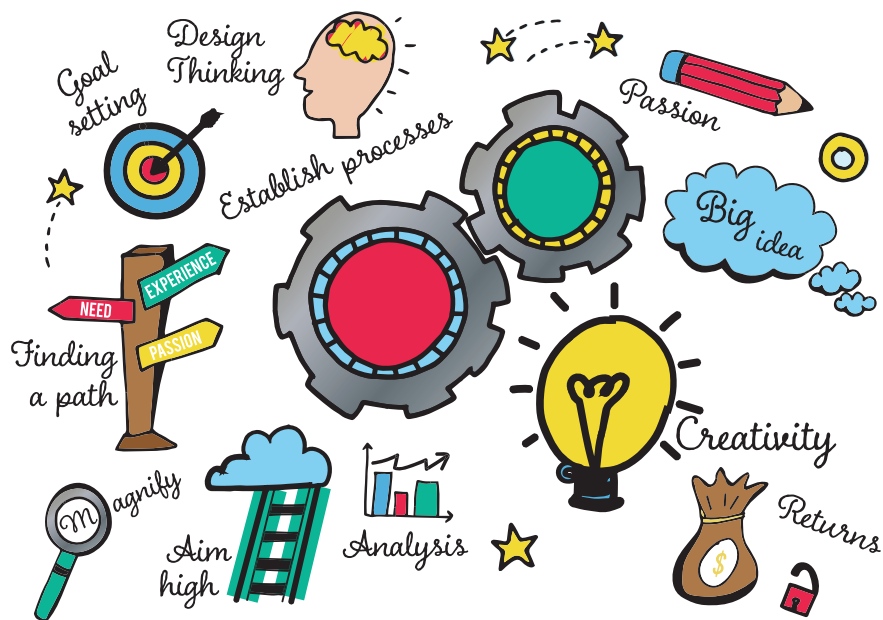


# STEPPING INTO COACHING



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"There is no such thing as failure,  
There are only results"  
- Anthony Robbins



For long, Coaching had been thought to be the preserve of a specialized breed of people called "Coaches". Fortunately, though, the tide is turning. Coaching is now viewed as a foundational skill for Leaders. And yet, despite all the good intentions – a new Leader stepping into this realm, often gets muddled between Coaching versus Mentoring versus Counselling. If not introduced in the right manner, participants often start viewing Coaching as just another quick-fix tool.

Stepping into Coaching though is stepping into a new mindset. And contrary to what anyone may claim, there are no quick fixes in business, and becoming a good Coach is a skill, an art perhaps, that requires a depth of understanding and plenty of practice to deliver its astonishing potential.

This workshop will introduce you to Coaching in a holistic manner that touches on the mindset needed, the skills to learn and the groundwork needed before you can coach anyone.

## Who should attend?

Anyone who has a team to manage should know the mindset and language of Coaching.

## How you will benefit:

Coaching today is a foundational skill for Managers. It will benefit you in multiple ways:

- 1) As an essential tool for achieving business goals
- 2) Helping people in your team develop
- 3) In joint problem solving through asking the right questions
- 4) In achieving connection with team members

### This course will help you:

- Arrive at a shared understanding of – “What is Coaching?”
- Understand what works & what does not – in a coaching intervention
- Assess and use the power of motivation in coaching
- Understand the sensitive art of giving feedback in a coaching intervention
- Appreciate that Coaching is always about them – not you
- Coaching is not about telling people the answer
- Help others move more quickly to insight
- Understand the groundwork of building a culture of trust

## Program Outline:

### Day One

- Why Coach? Not everyone needs to be coached
- Examining our own paradigms while coaching people for performance
- Coaching: Myths & Half truths
- The difference between coaching and other kinds of instructional methods
- Introducing the GROW model of coaching
- What kind of questions to ask in each stage of the 'GROW' model
- Coaching circles

### Day Two

- How to motivate people in a coaching scenario
- Getting everyone in a team focused on a single goal
- Overcoming Resistance & Giving Effective Feedback
- How to overcome internal barriers while coaching?
- Changing the paradigm from “Earning trust” versus “Giving trust”
- Building a culture of trust in a coaching relationship
- Making the commitment, setting personal goals

## What earlier attendees have said:

“ I really appreciate your time invested in taking us through the tremendous and amazing, coaching session. I am overwhelmed to know the process and all of this, as this will really change me and will empower me to enhance my team in the days ahead. The session helped me to understand the process flow and the big difference between Training & Coaching. Thanks a lot once again”

– Suhail Ahmed Bhisty,  
Senior Lead – H.R Talent Acquisition, CGI

“ FocusU facilitated a 2 day 'Stepping into Coaching ' workshop for a group of us senior leaders from CGI. The session was engaging and gave us insights on improving the effectiveness of our leadership. They ensured that the program was interactive enabling easy flow of thoughts and perspectives throughout the program. I would recommend this program to anybody looking at growing as a coach and leader.

– Shilpa Subbaiah  
Program Manager – Products CGI

## About FocusU:

FocusU Engage is one of India's leading names in the field of Experiential Learning. Since 2010, FocusU has been on a mission to transform corporate training in India. The inspiration behind FocusU is a line from Walt Disney that says "Laughter is no enemy to learning". Customers today swear by the FocusU experience when it comes to workshops around Leadership, Innovation, Team Dynamics, Team Engagement and HR Solutions. We run around 400 experiential workshops every year that touches the lives of 30000 people on an average.

To learn more about us, drop in at:

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