

S.T.A.R™ Coach

CORE SKILLS FOR COACHING

Powerful strategies and skills to coach individuals & groups



Coaching is the new managerial technology and a powerful and effective way to overcome obstacles and develop effective leaders.

For a manager to be an effective coach they must learn and develop a key set of competencies including: building rapport, reading people, asking the “right” questions, listening, clarifying outcomes, giving appropriate feedback and finding the leverage point for change to take place.

Equinox Consultants have been pioneering group think and facilitation for the last 16 years. We have shared our extensive experience with many organizations through our innovative workshops.

Essential Coaching workshop provides a solid framework and proven techniques for facilitating and guiding individuals and groups towards realizing their potential for performance

WHO SHOULD ATTEND

Anyone who leads or manages groups or teams can benefit from the ‘Essential Coaching’ program

Participants may include:

- Managers
- Change agents
- Group, team, or project leaders
- Facilitators

BENEFITS FOR PARTICIPANTS

The Essential Coaching workshop is a one or two day, highly experiential workshop that provides a solid foundation of coaching and facilitation theory and practice.

During the workshop participants will learn to:

- Set up an effective coaching foundation with their clients
- Establish trust and co-create relationships
- Communicate effectively
- Use ‘Feedback’ as a guidance tool
- Learn to facilitate learning and results
- Use a variety of strategies and tools to help groups make decisions more easily
- Model behaviors that help others improve

WORKSHOP PRE-WORK

This involves our S.T.A.R™ Coach assessment survey as a pre-work. This helps individuals to understand ‘where they are’ and to create actions for ‘where they want to be’ in their coaching capability

Benefits for the Organization

Effective coaching unlocks the power of the individual and show groups how to reach their desired goals. As coaching skills improve within the organization, managers become more creative and productive, and are able to drive change and derive high performance in their teams and from people.

Equinox Consultants, is a 16-year-old leader in learning and performance improvement in organizations.

We help clients build the needed collaborative capability to produce extraordinary results, improve critical business processes, and create and maintain trusting and productive work relationships.

More information about Equinox Consultants is available on the company's website: www.equinox.co.in

HOW PARTICIPANTS LEARN

Participants will have numerous opportunities to practice what they've learned, and they will be encouraged to focus on real-life issues facing their organizations for immediate application. With an average student-to-trainer ratio of 10 to 1, each participant receives video feedback, private coaching, and personal attention. If needed, groups are divided by experience level, so both novices and advanced coaches can improve their performance.

POST TRAINING SUPPORT

Equinox has post training support systems to ensure the effective implementation and internalization of training inputs on the job and to ensure continuous learning and development. The post program support is primarily facilitated through our online collaborative learning community which includes:

- Reference documents to follow through and review learning
- 1:1 chat with facilitators to address individual needs and answer questions
- Total integration with state of the art online tools to remain up-to-date and seek help from anyone in the team, group or the community
- Learning videos, blogs and webinars for enhancing group learning
- Feedback and review 1:1 consultation with participants to identify the effectiveness of implementation, address the gaps if any and suggest continual development.

WORKSHOP AGENDA

Session I	Session III
<ul style="list-style-type: none"> • Workshop Overview • Setting the coaching foundation <ul style="list-style-type: none"> • Understanding the coaching role and the ethics • Learn to build agreements • Tools to gain and build agreements • Practice 	<ul style="list-style-type: none"> • Direct communication – FEEDBACK <ul style="list-style-type: none"> • Process of feedback • Practice giving feedback on behaviors • Facilitating learning and results <ul style="list-style-type: none"> • understand 'GROW' and use them in coaching people and groups • learn to use the questions of 'Strategic Moment' • Practice
Session II	Session IV
<ul style="list-style-type: none"> • Co-creating the relationship <ul style="list-style-type: none"> • establishing trust in a relationship • demonstrating trust, integrity and honesty • understanding client styles and perceptions • ladder of inference • Communicating effectively <ul style="list-style-type: none"> • Stages for building a coaching conversation • Practice 3 stage process for building effective conversations • Active listening <ul style="list-style-type: none"> • Listen as an ally technique 	<ul style="list-style-type: none"> • Understand and learn the use of 'Phases' for providing guidance <ul style="list-style-type: none"> • Problem phase tools • Solution phase tools • Implementation phase tools • Understand key elements of following through • Personal Implementation Plan (PIP) • Practice