



Introduction to Coaching for HR Managers

delivered by:



Basic Coaching skills for HR and T&D Professionals

Coaching is a fundamental of good management practice and organisations are now realising that putting time and energy into the development of their employees can have a very positive effect on the culture and success of the business. Managers have an integral role to play in developing and coaching their teams and HR Managers in particular often have an additional role to play in coaching other managers within their organisation.

This programme is designed and delivered by a professional Executive Coach/Facilitator to introduce HR Managers to the concept of coaching and equip them with the basic skills to coach others. The course will offer delegates plenty of opportunity to practise their coaching skills in a safe and confidential environment and is scheduled to run over 6 half days to make it easier for busy managers to attend. Delegates are however expected to devote additional time to developing their skills through practical experience during the course and beyond. Delegates who complete the course and fulfill the accreditation criteria will qualify for an Institute of Leadership & Management Development Award.

Course Details

Day 1

- Changing styles of management and the role of Coaching
- The role of HR as coach
- Developing your Coaching Skills using the GROW model
- Practical coaching exercises & Feedback

Day 2

- Review of coaching experiences – sharing of learning
- What works for whom?
- Learning styles, Personality profiles, 360 feedback
- Who, when and how to coach internal client
- Practical coaching exercises & Feedback

Day 3

- Review of coaching experiences – sharing of learning
- Boundaries and contracts
- Relationships and the games people play – more tools & theory
- Practical coaching exercises & Feedback

Day 4

- Review of coaching experiences – sharing of learning
- Taking a different approach – further coaching methods
- Coaching in context
- Practical coaching exercises & Feedback



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Day 5

- Review of coaching experiences – sharing of learning
- Practical observed coaching and feedback
- Planning a coaching assignment

Day 6

- Assessment for ILM Development Award Accreditation
- Case Study and Observed Coaching and feedback

Maximum number of delegates: 12

Cost: 4 units

To register please email our Training Co-ordinator on registrations@thelearningcollaboration.com