

Solution Focused Coaching

LEARN TO COACH MORE EFFECTIVELY TO ACHIEVE SIGNIFICANT OUTCOMES. LEARN HOW TO ACCESS & USE THE WEALTH OF EXPERIENCE, SKILLS AND EXPERTISE OF PEOPLE. MAKE THE SHIFT FROM UNTANGLING PROBLEMS TO FINDING ANSWERS.

Have your people been specifically and professionally trained to move beyond coaching, to focus on a quantum shift in achieving significant results? Do you know how to get to the heart of the problem, and negotiate around the presenting problem? Solution focused coaching reduces the time it takes to get to an outcome, in performance, development and skills conversations.

How good are your coaching skills in achieving solutions?

Ask yourself the following:

1. My coaching helps my staff reach their goals
2. My staff value the time we spend having coaching conversations
3. My staff's performance has improved as a result of my coaching
4. In coaching conversations I always give regular feedback using specific examples
5. When coaching, the goals we set are always stretching but attainable
6. I am good at helping my staff develop clear, simple and achievable action plans
7. When coaching I keep written record of my staff's action plans
8. When coaching I help my staff focus on achieving success through effective action planning
9. During coaching I always ask my staff to report to me on progress towards their goals
10. When coaching I address any performance shortfalls directly and promptly
11. I use active listening and solution focussed questioning skills
12. In my coaching I always acknowledge and praise my staff's success
13. I am aware of both mine and the coachee's personality style
14. I can deal with difficult coachees effectively
15. I always ensure that any goals we set during the coaching conversation are measurable
16. I am good at acknowledging and show that I understand my staff's feelings
17. I ask questions which help my staff have greater clarity about the issues they face

YOUR SCORE?

Great coaches generally score "YES" to 14 of these questions.

If you scored less, you should think about learning how to improve your solution focussed coaching skills.



Your **Solution Focused Coaching** program is tailored to help your people achieve significant outcomes from their coaching.

This training program moves beyond coaching to bridge the gap towards a solution focus.

Key learning outcomes

Your **Solution Focus Coaching** program will give participants the skills to:

- Create a positive directed change from your coaching
- Understand how to develop people to their full potential
- Use coaching to enhance and increase the performance of individuals
- Develop a shift in your perspective as a coach
- Understand how to move from the mindset of telling to asking
- Utilise powerful tools and techniques
- Be clear on the differences between coaching, training, consulting and mentoring
- Access and utilise the wealth of experience, skills, expertise and intuition in coachees
- Understand how to reframe problems to solutions
- Design powerful questions to get to the root cause
- Focus on desired outcomes in your coaching
- See people as sources of solutions
- Emphasise do-able goals
- Understand how to navigate the house of change

Would you like to attend this program?

- For maximum effectiveness, this program is best conducted as an in-house program.
- **Ideal group size:** 4 - 12 participants.
- **Venue:** For your convenience, you can choose to conduct this program at your business premises. Alternatively, we can provide a training venue at a small additional cost.
- **Duration:** This program can be adapted to meet your requirements.
- **Cost:** Price on request.
- **Target Audience** Employees, Supervisors, Team Leaders, Senior Managers or CEO's.

If you would like more information on this training program, please contact:
Melinda Kavanagh - Marketing Manager 03 9805 8000 Email: mkavanagh@preftrain.com
or visit our website today.

www.preftrain.com

