



MANAGEMENT AND LEADERSHIP

Coaching counts

How to maximise on-the-job learning

Research reveals that we learn up to 90 per cent of our work skills on the job rather than on a training course. This means that the manager has a pivotal role to play in planning and facilitating on-the-job learning for staff. Without the ability to coach, the manager can't help staff reach their potential.

Who is the workshop for?

Line managers and supervisors with responsibility for developing staff.

What can I learn?

- Find out what coaching really is.
- Identify situations where you can use coaching to develop staff.
- Plan an on-the-job learning experience.
- Practise coaching an individual.
- Understand the key skills and qualities the coach needs to get the best out of staff.

What can I expect?

Discussion and activities will explore key themes and the Scott Bradbury DVD 'Coaching: the power of questions' may be used to illustrate vital skills. You will have the opportunity to plan how to apply coaching skills in your own work situation, as well as practising coaching and receiving individual feedback.