



Relationship-based Coaching

Relationship-based Coaching introduces tools and skills to prepare participants for a wide-range of coaching opportunities. Participants of all skill levels benefit from this 16-hour course. They improve their understanding and ability to coach one-on-one, in small groups and at the team level. The key aspects of a well-defined and proven coaching process are explored and a variety of coaching practice sessions allow for skill building. Essential skills of listening, questioning, advising, challenging and feedback are practiced.

Program Objectives:

- Recognize behaviors that make coaching effective or ineffective
- Identify opportunities to coach others
- Assess current coaching style
- Practice coaching skills in one-on-one and team situations
- Develop skills for coaching in all types of coaching situations

Course Overview:

This course uses a highly interactive teaching style, combining practice sessions with relevant theory and principles to make a rich and engaging learning environment.

Content:

- **Coaching Pre-Assessment:** self assessment of current coaching approach
- **Coaching Theory:** what it is, basic rules, benefits, functions of coaching, practice session
- **Coaching Model:** Initiate, Discuss, Plan, Implement, Follow-up
- **TripleWin Relationship Model:** Compete, Coexist, Coordinate, Collaborate
- **Coaching Skills Assessment:** evaluation of the interpersonal skills and approach used by effective coaches
- **Essential Coaching Skills:** listening, questioning, advising, challenging, providing feedback, removing blocks to coaching
- **Practice Sessions:** practice coaching other participants
- **Accountability:** using an accountability agreement in coaching situations