

Programme Overview

- Coaching is a relationship which gives people the opportunity to share their professional knowledge, skills and experiences and guide and support someone else to grow and develop in the process. A planned coaching process has benefits for the coachee as well as the coach and also the organization gains by having management culture which fosters sharing of knowledge and experience. This program focuses on developing the skill to develop potential in others, discover the skills required for effective coaching and learn the essential elements of successful coaching intervention and the steps to begin a productive coaching relationship.

Salient features of the program

- 1) Participants will be able to coach their team members to an agreed performance standard and achieve a successful outcome
- 2) The program will share proven methods to inspire others to believe in their own success, sharpen their focus and make radical shifts to achieve extraordinary results.
- 3) The participants will be able to motivate team members to make the changes needed to improve performance, focus on job priorities, and actively seek out new opportunities to contribute more.

DAY ONE	
Session 1	People Development – Manager's Responsibility
Session 2	Understanding Performance Management
Session 3	The Need for Coaching Responsibilities of a coach
Session 4	The Process of Coaching / Getting the Buy-in
DAY TWO	
Session 1	How People Learn – The Principles of Learning
Session 2	Developing productive coaching relationships
Session 3	Giving and receiving Constructive Feedback – Role Plays
Session 4	Action Planning Feedback and Closure



Methodology

- It will be a highly interactive workshop. Besides concept sessions, the programme will involve extensive case discussions, exercises, role plays and sharing of experiences.

Who Should Attend

- This programme is relevant for everyone who has subordinates and is responsible for their development.

Faculty:

Reputed academicians and practitioners.

Fees for the programme: INR 30,000/- (Thirty thousand) and taxes as applicable. This is a residential programme and the fee includes course fee, cost of instructional material/programme kit, accommodation on double occupancy basis and all meals at TMTC.

Date & Venue Details:

Dates: October 25 – 26, 2010

Venue: Tata Management Training Centre, 1, Mangaldas Road, Pune 411001.

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