



## W O R K S H O P

### **“Coaching for Change” Skills** *- one day programme -*

Chameleon Works is offering “in house” one day workshops for Managers and Leaders of change programmes who want to gain skills in the area of coaching for change and applying this theory to their current organisational challenges. The programme is a useful way to deepen knowledge of Coaching, Change and how to build engagement behind change initiatives.

The essence of the “Coaching for Change” workshop is to provide managers with knowledge and skills in how to include a coaching style to their repertoire of techniques for building organisational success through people.

The programme will allow delegates to share change challenges and gain support for incorporating coaching techniques into change programmes to minimise resistance and to increase two-way communication. They will also understand more about what coaching is (and isn't).

The workshop will allow you to gain basic coaching skills which will allow delegates to move the organisation through change. By the end of the workshop delegates will be able to:

- Understand the coaching process, its benefits and boundaries
- Clearly understand the role of coach in change
- Identify models of transition and how to incorporate them into coaching
- Demonstrate the skills required to support and coach managers through change
- Give and receive feedback
- Build a safe and confidential coaching environment
- Understand basic coaching models and tools

*Audience / max numbers: 10-15 leaders or agents of change*

*Cost for 15-20 people: on application*

*Pre-work: Two hours of pre-work*

Outcomes: Leaders who have attended the programme came away with:

- Increased self-confidence in the use of coaching techniques and their application to change initiatives.
- Ability to give and receive feedback
- Increased ability to ask effective open questions to coach others and gain trust
- Create the right environment for coaching and safety for the coachee
- Clarity on the role of a coach in change and their links to communication planning

This NEW workshop is an opportunity for space to think and learn.

*“A good mix of prepared material and adapting to the individual challenges we had”*

*“A good session, my anxiety level for coaching change reduced significantly...I now want to get practicing!”*

