

Collaboration Series

Coaching

"I am always ready to learn although I do not always like being taught."

Winston Churchill

Coaching is a core leadership/management skill because the ability to retain and develop human capital is a critical success factor. Cultivating a performance culture requires a discipline of nurturing and developing people. The responsibility of this discipline lies with the managers and executives. The process of guiding and supporting others is known as coaching. People today are independent and knowledgeable. The old management way of telling people what to do will serve to alienate and de-motivate them. Coaching, on the other hand, motivates the individual by respecting the individual's right to learn.

Our objective is to enable leaders and executives to conduct collaborative and meaningful dialogues with their people to help them achieve desired results. The competent coach will help the coachee learn and understand issues by jointly exploring underlying root causes before guiding the coachee to come up and own the solutions. The coach will support and follow on with the coachee throughout. This process requires the building of trust and rapport. This program is based on the ACE coaching model by DistincTions Asia.

Assessment Tool

Coaching Behaviours Profile developed by DistincTions Asia.

Objectives

Duration: 1 or 2 days

- Understand the meaning and benefits of coaching
- Know and apply the process of coaching- ACE Coaching Model
 - o Aim
 - o Change
 - o Execute
- Appreciate the key principles to successful coaching:
 - o Build Trust/Rapport
 - o Be Positive
 - o Tell Less, Learn More
 - o Focus on Behaviours
- Learn and practice core coaching skills:
 - o Perceptive Listening
 - o Effective Questioning
 - o Giving Feedback
- Adapt different coaching approaches for different personalities
- Gain awareness of common obstacles to coaching and how to overcome them
- Using the Coaching action template

DistincTions Asia Pte Ltd

195, Pearl's Hill Terrace, #03-14, Singapore 168976

Tel: 65 6479 8085 Email: distinctions@distinctions-asia.com