

Coaching with Integrity Scheme of Work

Workshop One

Induction

- An outline of the qualification and commitment to attendance and skills practice
- The aims of the program
- Expectations of delegates and benefits for individuals and the organisation
- Format of the program : content, hours, skills practice, and delivery methods
- Roles and responsibilities of McWilliams Associates, learners and ILM around Centre Policies and Quality Control

Content

Contracting

What Coaching is

Coaching and Council Values

Skills, Knowledge, and Behaviors of a Good Coach

Listening and Observation Skills

The Four Levels of Listening

Reflective Practice and actions

Workshop Two

Contracting

Wheel of Coaching Assessment

Questioning

Goldfish Bowl Exercise

Questions/Comments

Reflective Practice and actions

Workshop Three

Contracting

TGROW model for Coaching

Triad Practice

Linking coaching to the PERFORM Framework

SMARTER goal setting

Opportunities to Coach

Motivational MAP

Reflective Practice and actions

Workshop Four

- Contracting
- Recap on the use of GROW
- Challenges in Coaching
- Skill/Will Matrix
- The Art of Delegation
- Giving Feedback
- Giving Feedback practice
- Opportunities to give feedback
- Reflective Practice and actions

Workshop Five

- Contracting
- Scaling as model for Team Coaching
- Scaling Practice on a real objective
- Identifying opportunities to use Scaling
- Mind Mapping to generate Options in Team Coaching
- Reflective practice and actions

Workshop Six

- Contracting
- Receiving Feedback
- Challenging Assumptions and Self-Limiting Beliefs
- Coaching Practice in Triads
- Reflective practice and actions

Continuous Professional Development Mind Map of Ideas

- Council Evaluations
- Survey Monkey for McWilliams Associates
- Coaching Resource List