Fulcrum Point

Workshop outline · Leading people

Coaching Skills.

Coach your team members to better performance with the GROW model. Managers practice the questions, the conversation and the follow-up that make coaching work.

For

Anyone who wants to improve their coaching skills and help their team members reach a higher level of performance.

Format

One to two days. In person or live virtual.

What it is for.

People reach a higher level when someone helps them think, and a manager who coaches has less reason to micromanage. Coaching is also one of the least expensive ways to develop a team.

Participants practice spotting coaching opportunities in their own team, for low and for high performers, and the communication skills good coaches rely on. They learn the GROW model and apply it with peers, deal with the difficult moments that come up in coaching sessions, and plan how to support the coachee afterwards so that results follow and a coaching partnership takes root.

What you leave with.

- Practice with coaching questions and guidance techniques
- Confidence in using the GROW model
- Awareness of the traps managers fall into when they coach
- A relationship that brings out hidden strengths and weaknesses
- Skills for helping a coachee gain a new perspective
- Steps for preparing each coaching conversation
- A way to track the coachee's progress and plan future conversations

Why it matters.

- Coaching brings out productivity that instruction does not reach
- It produces an action plan tied to outcomes that can be measured
- Done across a team, it builds a coaching culture in the organization

Format.

Length	One to two days
Mode	In person or live virtual
For	Anyone who wants to improve their coaching skills and help their team members reach a higher level of performance.
Method	Self-assessment tools; Short inputs from the facilitator; Group activities; Individual and peer-to-peer assignments

Your speaker.

Lorne Michael Cousins

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Lorne Michael Cousins has spent twenty-five years inside corporate sustainability across China and the Asia-Pacific, as environmental auditor, sustainability consultant and leadership strategist. He is Senior Fellow and Council Director at The Conference Board, Asia, founder of Fulcrum Point Sustainability Consulting in Shanghai, and a Founding Member of the Sustainability Directory.

He holds an MEM from UNSW Sydney, a BA from UBC Vancouver, and Practitioner status with IEMA. Accredited Advisor, Future-Fit Business Benchmark.

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