

# Introduction to coaching

Coaching someone, as opposed to simply teaching or telling them something, involves equipping that person with the tools, knowledge and skills they need to develop themselves independently. It leaves the responsibility for their development firmly with them.

In some situations, a more directive approach remains perfectly appropriate. However, adopting a coaching approach encourages, motivates and inspires someone to unlock their capabilities, perform to their full potential and achieve their goals. It builds confidence and self-reliance. In addition, coached individuals typically take greater accountability and responsibility for their actions. All of the benefits that coaching can bring go a long way to explaining why this approach has grown so popular in the workplace in recent years.

## Description

This course explores what it means to be a coach in a business context. Although coaching can be delivered in a very formal, contracted manner between a trained coach and a coachee, this course focuses on more informal, everyday coaching.

Designed to set you on the path to becoming a coach yourself, it introduces you to coaching models and theories that can help you to develop people 'in the moment'. It will help you to understand how a coaching-style approach can be beneficial when working with your teams and colleagues and how to structure your coaching conversations effectively.

## What does it involve?

This all-digital course opens with an exploration of what coaching is, helping you to understand what the elements of a successful coaching experience are. This is followed by an online tutorial, designed to help you identify coaching opportunities and considering how to use coaching skills effectively to develop the people around you.

Following this, you'll be introduced to the GROW coaching model (goals, reality, options, way forward) and explore what it's like to be coached when using this approach. The course concludes with a couple of reflective activities, allowing you to reflect on what you have learned and how to apply it to conversations with your colleagues.

## What's the outcome?

Having completed this course, you'll be able to explain what coaching is - and what it isn't. You'll be able to describe the different contexts in which coaching can be used and to recognise the situations where taking a coaching style approach could be useful. Aware of the core skills that coaching requires, you'll also be able to define the benefits of adopting a coaching approach, compared to something more instructional.

## Learning activities



Introductory reading



Online Tutorials



Video



Podcast and two reflective activities

## Delivery method:

DGTL 

## Estimated learning time:

1 hour 15 mins

## How to book

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