

Role Coaching

1-day Accredited Programme

The new frontier for performance discussions!

Our Role Coaching accreditation programme is designed to enable managers to combine essential role data with coaching skills to drive powerful performance discussions.

This programme has been designed by an internationally accredited coaching institution in conjunction with RoleWorks, to build Role Coaching capability in your organisation.

Programme Aims

To enable managers to have powerful performance discussions by combining individual role data and meaningful feedback with best practice coaching strategies.



WHO SHOULD ATTEND

People leaders who are interested in transforming the performance of their teams.

HR professionals who would like to support people leaders in their organisation to build a high performing culture.

1- Day Role Coaching Workshop

Introduction

- Current challenges with performance management approaches
- The bottom up and 1 size fits 1 approach
- Why Role Coaching matters and what it gives us

Three Step Role Coaching Approach

1. Data Analysis

Learn how to review the role map data to:

- Identify areas for clarification
- Evaluate where time is being spent
- Work with employee strengths
- Understand key roadblocks
- Select key themes for feedback

OUTPUT:

Prioritizing your themes for discussion with your employees.

2. Feedback

You will develop great questioning and feedback strategies to:

- Validate assumptions with your employees
- Check for additional information
- Understand context
- Create alignment around development needs
- Agree development points for employee

OUTPUT:

Improvement areas agreed and captured in a Performance Development Plan.

3. Coach

You will learn how to transform intent into transformative action using powerful coaching strategies through using the TGROW model:

- T - Agreeing the Themes
- G - Setting a Goal for the discussion
- R - Exploring the current reality
- O - Discussing options
- W - Wrap up and agree actions

OUTPUT:

Specific actions and corresponding time lines captured in the Performance Development Plan.

What You Will Learn

During this Role Coaching workshop, you will learn how to:

- Analyse key employee data
- Give and receive meaningful feedback
- Create trust and rapport
- Challenge in a safe, but impactful way
- Develop strong questioning and listening skills
- Effectively manage a range of difficult conversations to create positive outcomes
- Create accountability on the part of your employees to take action

Close & Action Points

The workshop is highly interactive and involves the sharing of a number of analytical, feedback and coaching skills to enable managers to make optimal use of the data offered to them by the RoleQ platform.

In line with our adult learning principles, participants will be invited to participate actively in shaping content towards their areas of interest and share responsibility for shaping objectives and desired outcomes.

Schedule

Training workshops are held quarterly in Auckland, Wellington and Christchurch. For information on the next available session, please register your interest on our contact page and we notify you of the next available option.

Venue

This programme is designed to run either at a public venue, or in-house at the client venue. We can accommodate up to 16 participants per programme with a facilitator:participant ratio of 1:8

Fees available on request

For more information, get in touch: info@roleworks.com