

€ TRAINING

Building an Effective Coaching System in
Your Organization

A group of four smiling business professionals (two men and two women) are seated at a table in a meeting room. They are all wearing white shirts. The woman in the foreground is wearing a black top and a multi-strand necklace. The background is a bright, modern office environment.

28 October -
1 November 2024
Barcelona (Spain)



Building an Effective Coaching System in Your Organization

REF: H973 DATE: 28 October - 1 November 2024 Venue: Barcelona (Spain) - Fee: 5565 Euro

Introduction:

This training program delves into advanced strategies and contemporary approaches in coaching system development, enabling professionals to stay ahead in a dynamic environment. It empowers participants to implement effective coaching practices and drive organizational success.

Program Objectives:

By the end of this program, participants will be able to:

- Understand the principles and benefits of coaching within an organization.
- Develop a structured coaching system tailored to organizational needs.
- Train and support managers to become effective coaches.
- Create a culture that promotes continuous development and performance improvement.
- Measure and evaluate the impact of coaching on organizational success.

Targeted Audience:

- HR Managers.
- Learning and Development Professionals.
- Organizational Development Specialists.
- Senior Executives.
- Team Leaders and Managers.

Program Outline:

Unit 1:

Understanding Organizational Coaching:

- Principles and benefits of coaching in the workplace.
- Differentiating between coaching, mentoring, and training.
- The role of coaching in employee development and performance improvement.

- Case studies of successful organizational coaching systems.
- Identifying coaching needs within the organization.

Unit 2:

Developing a Coaching Framework:

- Key components of an effective coaching system.
- Aligning coaching with organizational goals and values.
- Designing a coaching model tailored to organizational needs.
- Establishing clear roles and responsibilities for coaches.
- Creating policies and procedures to support coaching activities.

Unit 3:

Training and Supporting Coaches:

- Identifying potential coaches within the organization.
- Training managers and leaders to become effective coaches.
- Providing ongoing support and development for coaches.
- Techniques for effective coaching conversations.
- Overcoming common challenges faced by coaches.

Unit 4:

Promoting a Coaching Culture:

- Strategies to foster a culture of continuous learning and development.
- Encouraging employee engagement and buy-in for coaching initiatives.
- Recognizing and rewarding coaching efforts and successes.
- Integrating coaching into performance management systems.
- Creating a supportive environment for coaching.

Unit 5:

Measuring and Evaluating Coaching Impact:

- Methods for assessing the effectiveness of coaching programs.
- Collecting and analyzing feedback from coaches and coachees.
- Measuring the impact of coaching on employee performance and engagement.
- Reporting coaching outcomes to stakeholders.
- Continuous improvement strategies for coaching systems.