



BEYOND THE PODIUM

FIREPROOF Impact™ Manager as Coach



Graham Ravenscroft and Niamh Emerson, 2018 Commonwealth Games, Gold Coast Australia

If you want your teams managed in a way that sees them take accountability for their own behaviour, development and performance, then your managers need to develop coaching skills.

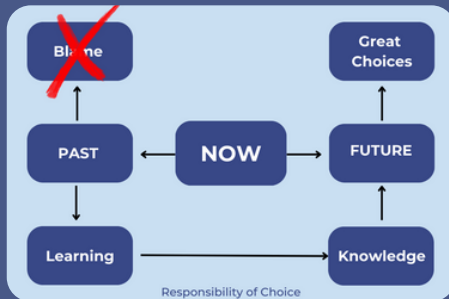
You can learn from the rest, or you can learn from the best in this transformational learning experience led by Graham Ravenscroft, coach to Olympic, Paralympic and World Championship gold medallists and award-winning Business Coach.

“A coaching leadership style helps ordinary people get extraordinary results.”

Toby Sinclair – Author of Atomic Habits

Course Outcomes

1. Understand where coaching can help maximise the development of skills and expertise.
2. Understand how to use questioning techniques to challenge perception and raise self-awareness, and gain a deeper understanding and more accurate picture of current and desired states.
3. Develop 'active listening' skills and understand their importance in gathering relevant and insightful information.



“ Coaching is all about working on different ways to improve an individual's performance. Great managers with coaching skills are better equipped to help bring out the best in others”.

Richard Liverman
Director at Richer Solutions

4. Be able to identify the common barriers to communication and understand how they can be overcome.
5. Develop an awareness of their unconscious bias and understand the potential impact this may have on the coaching process.
6. Understand the connection between thoughts, emotions and actions and how to effectively coach team members through change...



Course Outcomes (cont.)

7. Understand their own default preference when managing conflict and how to use their knowledge of behavioural intentions to manage conflict effectively.

8. Gain knowledge and understanding of a range of coaching models, from the famous GROW model to our very own FIREPROOF framework, and be able to practically apply them to effectively guide team members through the coaching process.

9. Understand the purpose and value of goal setting and be able to set clear goals that provide motivation and engagement.

10. Understand the role of motivation in managing people and performance and be able to identify the motivations of different team members and how to establish an environment that motivates their team.

11. Gain knowledge and understanding of the purpose and value of giving and receiving effective feedback and how it aids performance management practices.



Investment

This 2 day course starts from £4,500 + VAT and includes:

- **Developing up to 6 delegates.**
- **All course materials.**
- **FIREPROOF Impact™ certification.**
- **Expert facilitation from 2 qualified and experienced coaches!**

Course Delivery

This is an intense but highly interactive 2 day course in which delegates are provided with lots of opportunities to put theory into practice, using their own 'real world' scenarios or challenges.

On completion of the course, all delegates are invited to attend an online follow up peer group reflection session. This will enable delegates to share learnings, ask questions and benefit from the support of their peers and the Beyond The Podium team.

Want to find out more?

Call: 01536 907053

Email: info@beyondthepodium.co.uk

Visit: www.beyondthepodium.co.uk

“Effective coaching can turn managers into inspirational leaders who can boost an individual or a team's confidence and performance by providing proactive development, empowerment, attentive listening, and goal-oriented feedback. I believe coaching is an essential skill for managers because it simplifies complex conversations and helps to foster a culture of engagement and continuous improvement”.

Nick Day – CEO at JGA Recruitment