

**TCM** GROUP

Putting  
People First™



## COACHING SKILLS FOR PEOPLE PROFESSIONALS™

Integrate coaching as a core capability  
for your HR team (2 days).

[engagecoaching.com](https://engagecoaching.com)





## INTRODUCTION

To develop high performing employees, teams, and organisations, coaching is an essential skill in today's workplace. Coaching conversations encourage self-reflection, they encourage creativity, and they empower people to take responsibility for their own development.

People professionals and HR teams have a unique opportunity to apply a coaching approach across their organisations. Acting as coaches, people professionals can support learning, promote innovation, develop a high-growth mindset and increase performance for individuals and teams.

Adding coaching skills to your toolbox of HR skills and capabilities will enable you to support managers and leaders more effectively - improving their confidence to develop others, lead change and deal with challenges faced by their teams. This course is designed to give you practical tools and techniques to develop core coaching skills to support your role as a people professional.

This interactive course can be fully tailored to meet the needs of your organisation and the aspirations of your HR team. It can be delivered online, in-person or via blended delivery to support people professionals' to adopt a coaching approach when working within their own teams, as well as with colleagues, teams, and leaders they support.



**“The course was informative and engaging. It challenged my perceptions about coaching and allowed me the space to think and reflect about my own approach to others.”**

WARD MANAGER AT CUMBRIA, NORTHUMBERLAND,  
TYNE & WEAR NHS FOUNDATION TRUST



## OBJECTIVES

- ✔ Develop a set of core coaching skills that can be applied in daily conversations, aligning with the principle of a transformational culture.
- ✔ Develop an understanding of what coaching is and the benefits of adopting a coaching style.
- ✔ Develop an understanding of core coaching models and frameworks, and how to apply them during conversations to help colleagues and their teams to shine.
- ✔ Understand how to use coaching to support your managers during challenging times, with a specific focus on performance management, conflict, and/or change.
- ✔ Understand key behavioural drivers so we can better manage our own responses to situations/ events and support others to do the same.



## PRINCIPLES

**This programme has been designed using the principles of learning agility to support the deployment of coaching skills in various contexts and situations.**

The content, discussion points and exercises have been designed to ensure participants have a solid grounding in coaching theory and practice. By attending this unique course, participants will be able to consider practical relevance and application of coaching conversations in a variety of scenarios.

The programme is participatory and experiential and supports a variety of learning styles; including theory, discussions, group exercises, visual aids, demonstrations, reflection, and plenty of opportunities to practise and observe coaching in action.



## FLEXIBLE LEARNING

**This TCM flexible learning programme incorporates pre and post-course learning to support participants' development of knowledge and skills.**

All delegates receive follow-up support to help them to embed their learning. Participants can develop peer networks through interaction before, during and after the programme to share knowledge and resources. Programmes can be customised to include:

- Individual coaching
- Action learning sets
- Personality profiling

Coaching Skills for People Professionals™ can also be incorporated into a wider modular development programme.



## RECOMMENDED DELIVERY

This course can be delivered flexibly to suit your needs. We recommend the following:

- 2 days online or face-to-face
- 4-6 weeks between each session to allow time to practise.

**Trainers:**

Delivered by TCM's expert trainers. Whether delivered online or face to face, this course uses a variety of teaching styles, is highly interactive and enables participants to apply and receive feedback on their skills.



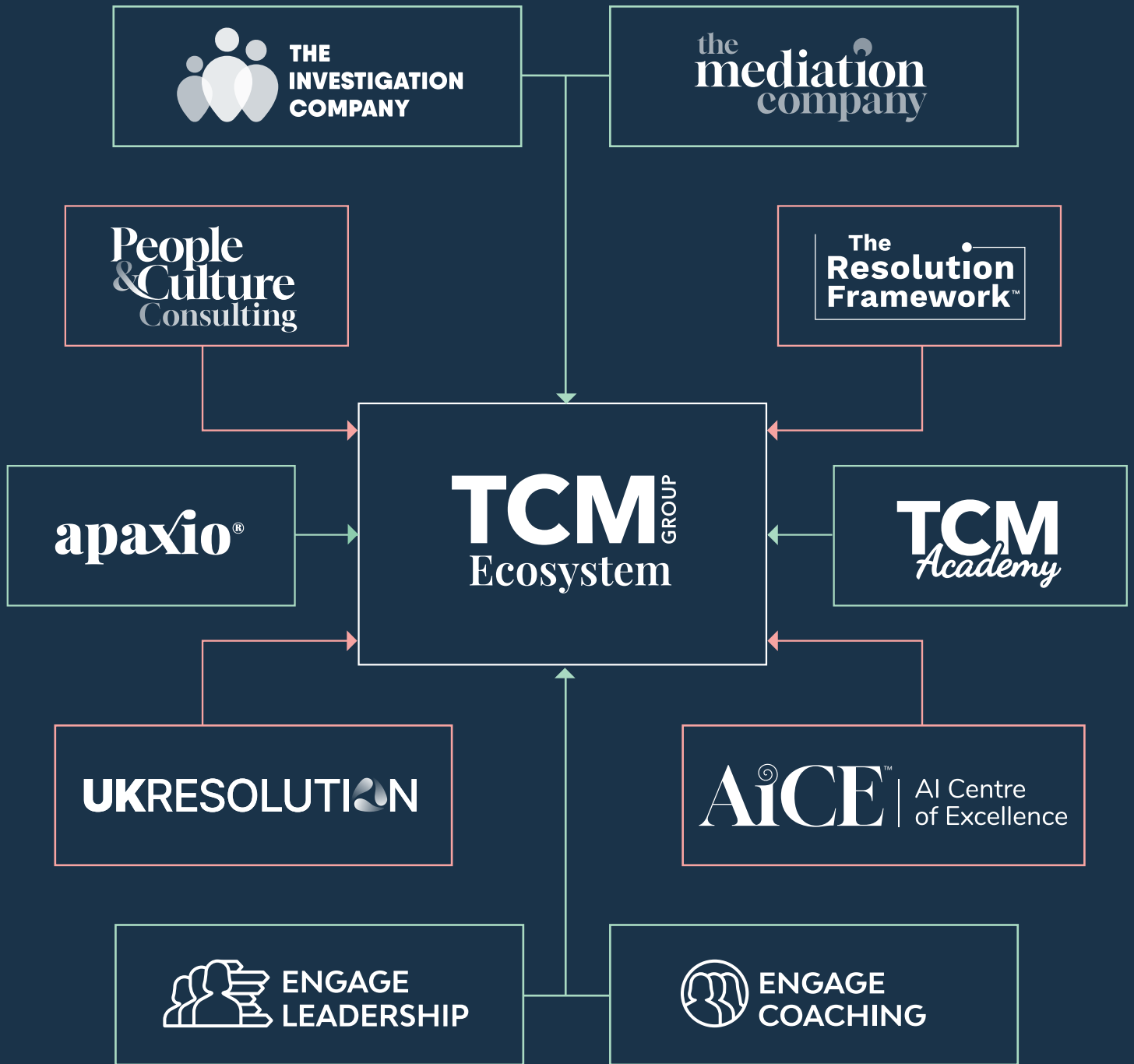
## AFTERCARE & SUPPORT

**The training programme will be fully tailored to meet the needs of your organisation.**

TCM delivers extensive support for participants on all of our courses before, during and after the courses concludes.

- ✓ Training delivered by a world-class trainer who has practical experience of the subject being taught.
- ✓ The unique online TCM Delegate Zone™ which includes useful information and resources for delegates.
- ✓ A free action learning set (ALS) workshop 3-6 months after the training concludes.
- ✓ CPD UK accreditation.



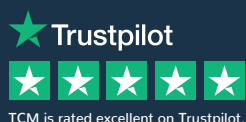


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