

SHORT COURSES

COACHING SKILLS TO IMPROVE EMPLOYEE PERFORMANCE

INTRODUCTION

Organizations today are under tremendous pressure to become more effective amidst increases in international and global competition. If an organization desires to progress in an extremely competitive environment, leaders will need to devote more energy and resources to create teams and build positive communications with committed employees.

Officers will need to transform into leaders and coaches instead of supervisors, controllers, and authorities. Coaching employees is the key to influencing, motivating, and recognizing people and employees who will contribute and cooperate with their leaders. This change in management style and type of interaction with people can have a great influence on productivity, excellence, quality, and competitive spirit.

OBJECTIVE

Upon completion of this programme, participants will be able to:

- Apply coaching techniques to unlock employee potential and maximize performance
- Harness the art of coaching to forge collaborative relationships
- Structure a framework for mutually effective learning and development
- Develop the coaching skills, attitudes and behaviors to foster success at all levels
- Recognize and adapt to individual and situational differences
- Create a positive, supportive environment that generates commitment and enthusiasm.

METHODOLOGY

- Speakers Presentations
- Management Games
- Quiz and Case Study
- Group Activity and Role Play

COURSE TOPICS

The Powerful Art of Coaching

- The spirit and practice of coaching
- Benefits of coaching
- Coaching: The critical cornerstone of leadership

Coaching and Mentoring Model

- Determining the appropriate style
- Coaching styles
- Coaching actions.

Structuring the Learning and Coaching Cycle

- Supporting the learning process
- Reviewing the results

Honing Your Coaching Skill Set

- Creating a supportive environment
- Leveraging coaching language techniques

Adapting Your Coaching Style to Individuals and Situations

- Developing insight into self and others
- Adopting appropriate coaching styles
- Overcoming internal and external barriers to coaching
- Team coaching.

Coaching for Commitment

- The passion of the coach
- Meeting the moral commitment of modern leadership

your success is our driving force

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