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# COACHING & DELEGATION

Helping your team **achieve results**

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## Overview

As a leader, one of your most important roles is to coach your people to do their best. By doing this, you'll help them make better decisions, solve problems that are holding them back, learn new skills, and otherwise progress their careers.

This course is based on the GROW model. The GROW Model is deservedly one of the most established and successful coaching models. It is a simple method for goal setting and problem solving. It was developed in the United Kingdom and was used extensively in corporate coaching in the late 1980s and 1990s.

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## Training Content

The coaching cycle is an ongoing process that repeats itself over a period of time. Ideally, it will become a management style, an approach that is chosen every time when the opportunity presents itself.

**Module 1 - OBSERVATION:** The observation provides the foundation for the coaching session and is the catalyst for the questions a coach will use throughout the session. Observation involves delegation.

**Module 2 - COACHING SESSION:** The coaching session itself is where you, alongside your coachee start setting goals, establishing reality, recognize options and identify the way forward.

**Module 3 - WORK:** This section deals with providing resources, allowing for mistakes, creating success and accountability.

**Module 4 - FEEDBACK:** Feedback is the essence of coaching because it kicks off the learning cycle and leads to improvement. It is the primary tool for reinforcing positive behavior and correcting areas, which are out of line.

### The Experience:

#### SCENARIOS ON CAMERA

The best way to learn coaching is to actually practice coaching in real life.

In this activity, participants are given some scenarios of coaching sessions. Participants will perform the scenarios on camera in front of the whole group. Then, we will watch together the coaching session on screen giving feedback on how to make the coaching session better using the GROW model. Also, we will focus on how the delegation process occurs.

### What you will get

On the course you will receive the following:

- Course Workbook
- Feedback & Action Plan
- Red Rock International Certificate of Attendance



**Duration**  
**Customizable**

See our website for more details

### COURSE MODEL - GROW Model of Coaching



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