

Coaching

Improve performance at work, increase productivity, enhance interpersonal effectiveness, and achieve greater personal satisfaction with life and work.

What is coaching?

Coaching targets high performance and improvement at work and focuses on specific skills and goals. It may also have an impact on personal attributes (such as social interaction or confidence).

The CIPD defines coaching as a *“development technique based on the use of one-to-one discussions to enhance an individual’s skills, knowledge or work performance.”*

Coaching is most widely used to improve performance, to prepare and support leaders, and to improve skills and capability. It is also used by employers to build employee engagement, as part of talent and succession planning, and to focus on change management.

What are the benefits?

ICF research reports that individuals can expect to experience fresh perspectives on personal challenges and opportunities, enhanced thinking and decision making skills, enhanced interpersonal effectiveness, and increased confidence in carrying out their chosen work and life roles. They can also expect to see significant results in the areas of productivity, personal satisfaction with life and work, and the achievement of personally relevant goals.

According to the ICF companies that use or have used professional coaching for business reasons have seen a return on investment of seven times their initial investment.

CIPD research shows that coaching delivers a range of benefits to employers including improved individual performance, increased productivity, more effective leadership, enhanced employee engagement and more.

How does it work?

Our coaching is non-directive, focusing on improving personal effectiveness and developing skills. Personal issues may be discussed but the emphasis is on performance at work.

The coaching process usually begins with a personal interview (either face-to-face or by telephone or video call) to determine compatibility, and to assess the individuals current opportunities and challenges, define the scope of the relationship, identify priorities for action, and establish specific desired outcomes. Subsequent coaching sessions may be conducted in person or by telephone or video call, with each session lasting a previously agreed length of time.

Between scheduled coaching sessions, the individual may be asked to complete specific actions that support the achievement of one's personally prioritized organizational and individual goals. The coach may provide additional resources in the form of relevant articles, checklists, assessments, or models, to support the individual's thinking and actions. The coaching process typically lasts for a relatively short period and varies depending on the individual's needs and preferences.

ALPHA TRAINING

DEVELOPING YOUR PEOPLE, TO GROW YOUR BUSINESS

Our coaches

Coaching is a skilled activity, and will be delivered by people who are trained to do so. Our coaches hold nationally recognized standards of quality and competence in psychology and coaching from the British Psychological Society and Chartered Management Institute among others. They are also qualified to use a variety of psychometric tests and 360 feedback tools including Belbin, Myers-Briggs Type Indicator (MBTI) and Bar-On EQ-i, NEO-P-IR, and NLP.

How do I book?



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