

Executive Performance Coaching Programme

'One to one performance coaching is the way for both organisations and individuals to significantly impact the bottom line'

Fortune Magazine



Performance Coaching, consequently, is now recognised as the most effective way of delivering these three critical elements in the workplace and has been shown in large scale studies to be more effective than traditional training courses, executive retreats and computer based programmes. The application, in turn, of these coaching skills by your client to their own staff or colleagues is being heralded as *the* way of creating the Learning Organisations of the future.

How is the course structured?

This intensive 3-day course is a careful mix of theory and practice. Before you attend you will be asked to complete a personality questionnaire which will give insight into your preferred coaching and influencing style. You will learn how to use the Q-OPD Executive Coaching Model© and Questioning Compass©, discuss the use of specific personality instruments (including the place of 360° Feedback), how to facilitate lasting behavioural change, and much more...

'Performance Coaching'

The Performance Coaching course makes up one part of Executive Coach Programme. This highly popular 3 day course represents the very best mix of proven approaches and interventions together with accelerated behavioural change techniques to enable you to master the 'new management paradigm'. The straightforward Q-OPD Executive Coaching Process© and 4-Base Coaching Model goes far beyond the scope and utility of the traditional 'GROW' Model and subsumes the 'Inner Game' approach described by Tim Gallwey some 25 years ago. In addition the application of robust Organisational Psychology principles and approaches will allow you to structure your Coaching sessions for maximum results.

'Why Performance Coaching?'

Would it be useful to:

- Use your academic background, practical skills and experience for 1 to 1 Coaching in organisations?
- Have an effective, structured method that you can use in order to obtain outstanding results with your clients or staff - even when time is at a premium with the latter?
- Transform the performance of board-level, senior and middle manager teams?
- Maximise the transfer of skills and knowledge from training courses and management programmes back to the work place?

Whether you're a manager, trainer, coach, management consultant or psychologist you will benefit from this unique seminar run by highly experienced business coaches, occupational psychologists and certified NLP trainers.

'What exactly is Performance Coaching?'

Performance Coaching is the structured, outcomes-led process whereby you guide an individual through business problems and challenges in order to: clarify issues, challenge limiting beliefs, generate solutions, evaluate options and decide on a final compelling course of action by utilising their own unique resources in order to create outstanding performance. As such Performance Coaching is about helping your staff or client develop their critical thinking skills. Such critical thinking is based upon the ability to exercise enhanced levels of awareness and to assume ownership of problems and challenges.

It is widely acknowledged now that the development of non-technical skills in the workplace best occurs by (a) working through real world situations, (b) continually practising newly acquired skills over the course of several months and (c) using tried and tested models of such skills as leadership, management, communication, influence, negotiation, problem-solving, decision-making, motivation, self-esteem, emotional intelligence, etc.

Feedback Comments

'An intensive course which provides a solid foundation to build in depth skills for coaching' - *Claire Alexander, Orange*

'Energetic, comprehensive, enlightening and fun. Good tempo. Excellent presenter' - *Clare McNally*

'Very professional, clear models and very capable presenter. Overall a very valuable & enjoyable two days' - *Andrew Bolt, Management Coach, B & Q.*

For programme dates and further information simply phone: 01344 484634 or visit our website and book online at: www.qopd.co.uk

Q-OPD

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Organisational & Personal Development