

Development Coaching

Topics And Benefits Of Development Coaching

The Development Coaching programme helps individuals or teams with defined growth needs to develop from one situation or role to another situation or role.

Examples of topics that can be coached during the development coaching programme are:

- Leadership coaching
- Team coaching
- Management style
- Influencing customers or key stakeholders
- Behavioural changes
- Understanding and using organisational levers & dynamics
- Conflict handling

The benefits of a development coaching programme are that clients:

- Have someone to understand & improve their skills and knowledge
- Have a resource in specific development capabilities and situations
- Get help to build their growth strategy and plan
- Set expectations regarding what to do to succeed
- Receive expert feedback
- Discover and maintain their motivation
- Are accountable for their actions and objectives

Suitable For

Individuals or team with defined growth needs to develop from one situation or role into another.

Aim Of The Development Coaching Programme

To enable the transition to take place smoothly and within the shortest possible time.

To achieve during the development coaching a transfer of capabilities and skills from the coach to the client, so that the client can deal with future similar situations on their own.

The Development Coaching Programme

In development coaching the coach works with the client to:

- Build the agreed individual capabilities, skills, knowledge and give specific feedback
- Work with them on specific development & business situations
- Develop their capacity to adapt and use these capabilities, skills and knowledge in the specific situations that they need to use them in
- Help them to plan and implement ongoing growth activities

It includes structured conversations with the coach on a regular and agreed basis to:

- Develop specific capabilities, skills & knowledge
- Review their progress
- Discuss specific business situations
- Review their planned development actions

The Development Coaching Framework

The coaching model used in the carrying out of the Development Coaching programme is O.U.T.C.O.M.E.S:

O. agree the client's specific objectives and outcomes that they want to achieve

U. understand the exact reasons why they want to achieve these objectives

T. helping the client take stock of where they are at present in relation to each objective

C. helping the client to clarify the gap that they have to fill

O. agree with them what options they have in order to fill the gap; review the pro's and con's of each; and choose the most appropriate option

M. coach works with client to motivate to action

E. coach offers continual encouragement and energy

S. client works with the coach to clarify what support is needed to ensure actions are carried out

Coaching principles

JSS Management Consultants are committed to maintaining & promoting best practice. Our Coaching Code of Conduct:

- ensures the highest standard of professionalism at all times
- creates the safest environment for individuals to be coached within
- promotes best professional practices