

## Context

A thriving organisation owes its success not only to well-functioning systems, processes and forward-looking policies. The foundation of its success lies in strong teams and human potential. In a successful team, there is growth of all individual members and the group as a whole rises above itself. This team coaching course will give you the tools to take teams to the next level. Learn how to stimulate collaboration, monitor group dynamics and challenge individuals to become a better version of themselves.

## Our approach

- We combine theoretical concepts with practical examples, case studies and interactive activities to enhance the learning experience.
- This training consists of 4 training days and 1 individual coaching day.
- Participants bring their own cases. Between sessions, what is learned can be applied to deepen the understanding of the theoretical techniques.
- In-depth cases brought by the trainers are discussed in small working groups.
- The training offers the opportunity to exchange experiences with other participants.
- The learning experience is supported and enhanced by an online learning platform.
- A training certificate can be provided.

## Programme

- What is coaching?
- Role of the coach
- Phases of a coaching process
- Discovering your own style
- Self-assessment
- Situational leadership
- Giving feedback
- Technique of asking open questions
- Conflict management
- Non-violent communication
- Dealing with resistance
- Change management basics
- Facilitating interventions

## What can you expect?

- Discover your role and your style through Insights Discovery. Responding consistently and effectively as a coach requires understanding yourself and your role. Go on self-discovery and find out how you interact with others.
- Feedback is an indispensable driver of employee motivation. An effective feedback culture ensures that the team continues to learn and develop itself as a team. But how do you build such a feedback culture? How do you apply it yourself on a regular basis?
- A coach ensures that employee and teams take more initiative and responsibility. Effective coaching increases commitment to the organisation's results. How do you create this connection?
- How do you recognise and respond to team dynamics? Discover what the undercurrent of a team is.
- Conflicts and power struggles are recognisable issues within a team. Using cases and exercises, we learn to recognise these and how to deal with them.
- You recognise team dynamics and can respond to them appropriately.
- Address your personal challenges and increase your effectiveness during individual coaching sessions.