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beach**  
TRAINING

## Coaching & Mentoring

**Duration:** 2 days

**Prerequisites**

There are no prerequisites for this course

This Coaching & Mentoring training course will teach delegates about how today's organisations feature fewer management layers and emphasise individual responsibility and why successful delegation and empowerment relies on effective coaching. This programme focuses on the methods by which managers develop the performance of individuals in their team. It looks at two main types of coaching, providing opportunities for managers to apply these skills.

### Objectives

On this Coaching & Mentoring training course delegates will understand:

- How coaching can be used to improve individual performance
- The relationship between coaching and other performance management techniques
- The key coaching styles (input and output)
- The coaching process and skills
- The role of the mentor and mentoring programmes

### Course Content

- Coaching styles: Input and output coaching
- Coaching in the context of other performance development techniques
- Applications for coaching
- Measuring results
- Coaching Process: A coaching model
- Developing empathy
- Questioning techniques
- Putting coaching into practice
- Mentoring: Structuring a Mentoring programme to give benefits to the company and individuals involved
- Who needs mentoring and who makes a good mentor?
- Responsibilities, skills and overcoming problems
- Defining and developing the mentoring relationship

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### Related Courses

**Management Skills for New Managers:** 2 days

**Leadership Skills:** 2 days

**Performance Management:** 2 days

**Staff Motivation:** 1 day

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