

## Coaching Your People To Improved Performance

Thursday 27 and  
Friday 28 October  
2016

This education programme provides an understanding of the process of coaching and outlines coaching skills and values. It is aimed at nurses and midwives who work in management and seeks to show participants how to use coaching to support staff development, individual contribution and attainment of organisational goals. Coaching helps the coachee focus on the behaviours or skills that will have a significant impact on them and their organisation and helps the coachee in managing their responsibilities, in developing new skills and in improving their well-being. Coaching is a form of personalised support which can assist in dealing with any issues which are impacting on performance. The responsibility of the coach is to understand and believe in the potential of the individual (coachee) and guide the individual towards greater self-awareness. The coach guides the individual through the coaching process, which will enable coachees to acknowledge their own ability and emotional intelligence, to identify the causes of any problems and to propose a practical solution to them. This ultimately will enable the individual to achieve their professional and personal goals.

### Outline of Day

*Note: Category 1 Approved by Nursing and Midwifery Board of Ireland (NMBI)*

08.55	Registration	08.55	Registration
09.00	Coaching in the Workplace, Coaching Competencies, The Difference Between Coaching, Mentoring and Training	09.00	Aligning Competence Requirements with Gaps Linking Gaps to Coaching Opportunities
10.30	Tea / Coffee	10.30	Tea / Coffee
10.45	Coaching Agreement	10.45	Learn How to Use the GROW Model and Framework (Video and Role Play)
13.00	Lunch	13.00	Lunch
13.30	The Process of Coaching and Key Coaching Skills, Effective Questioning	13.30	Coaching Challenges and How to Mitigate them
14.45	Self- Assessment for the Coach, Preparing and Mapping Assessments Identify and Understand Gaps	14.45	How to Evaluate Coaching How to Use The Coaching Employees Through Change Template
16.15	Close	16.15	Evaluation and Close

**Fee: €150.00 INMO Members; €285.00 Non Members**

**Venue:** INMO HQ, The Whitworth Building, North Brunswick Street, Dublin 7

To Book please call 016640641