

TIME

COACHING SKILLS

VISUAL AIDS

0.00 *Introduction to coaching*

Trainer introduce the subject of Coaching with an exercise to demonstrate the abilities of individuals. Initially without guidance and then with assistance and instruction. This will enable delegates to appreciate the effectiveness of coaching.

Exercise – Creepy Crawlle-Scorpion

Purpose of the exercise:

- To identify benefits of coaching
- To demonstrate what assistance provides
- To illustrate initial coaching skills
- Reinforce benefit of teamwork in achieving

Process:

Refer to Trainer Support 1
Pencils rubbers and paper.

**TRAINER SUPPORT1
HAND OUT 1 & 2
PENCILS
RUBBERS**

Timescale 25 minutes for the exercise and 15 minutes for the debrief

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0.25 Trainer debrief the exercise by asking the following series of questions in order to clarify and embed understanding of the exercise and the coaching example.

- **Ask** *When first asked to draw, what was your reaction?*

Look for

- Can't draw
- Uncomfortable drawing
- Exposed

- **Ask** *When working alone, what were you thinking?*

Look for

- I wasn't sure what to do
- I didn't know how to do it
- I didn't know why we were doing it
- I needed help

- **Ask** *What words described working together?*

Look for

- Partnership
- Working together
- Having support