

# Coaching for Results Training

**Course Duration: 08 Hours**

**Course Code: CFT**

## 1. Course Overview

Coaching for Results Training is designed to help professionals develop effective coaching skills to drive performance, improve team engagement, and achieve measurable business outcomes. This course focuses on practical coaching frameworks, communication techniques, and leadership strategies to empower individuals and teams for consistent success.

## 2. What You'll Learn

- Fundamentals of coaching and mentoring
- Key coaching models (GROW, CLEAR, etc.)
- Active listening and powerful questioning techniques
- How to provide constructive feedback
- Building trust and accountability within teams
- Performance improvement through coaching
- Handling difficult conversations effectively
- Measuring coaching impact and results

## 3. Target Audience

- Team Leaders and Managers
- HR Professionals
- Project Managers
- Business Leaders and Executives
- Trainers and Mentors

- Professionals looking to enhance leadership skills

## 4. Pre-Requisites

- Basic understanding of workplace communication
- Experience in a team or leadership role (preferred but not mandatory)
- Willingness to learn and practice coaching techniques

## 5. Course Content

### **Module 1: Introduction to Coaching**

- What is Coaching?
- Coaching vs Mentoring vs Training

### **Module 2: Coaching Models & Frameworks**

- GROW Model
- CLEAR Model
- Practical applications

### **Module 3: Communication Skills for Coaching**

- Active Listening
- Powerful Questioning
- Non-verbal communication

### **Module 4: Performance Coaching**

- Goal setting techniques
- Identifying performance gaps
- Action planning

### **Module 5: Feedback & Difficult Conversations**

- Giving and receiving feedback

- Handling resistance
- Conflict resolution

### **Module 6: Building a Coaching Culture**

- Leadership mindset
- Coaching for team development
- Driving accountability

### **Module 7: Measuring Coaching Effectiveness**

- KPIs and success metrics
- Continuous improvement strategies

