

# Coaching and Developing People

## Learning Objectives

By the end of the day you will:

- be able to identify learning needs;
- be able to define learning objectives;
- understand how people learn and how to use this knowledge as a coach;
- be able to plan effective development using a range of methods;
- be able to assess people's growing development;
- be able to give effective developmental feedback;
- have practiced the skills required to coach effectively;
- have established an action plan to apply the skills of developing people.

## Course Programme

0915	Assemble and Coffee
0930	Introductions and course objectives
	How do people learn?
	Implications for the coach
	The skills of the coach
	Practising the skills of the coach
	Lunch
	The steps in planning people's development
	Case study - planning development
	Application to your work - planning development
1515	Break
	Giving developmental feedback
	Practising giving developmental feedback
	Review and action plans
1630	Evaluation and close