

Helping your team to grow as a coach - ENG

2 jours - 14,00 heures
Programme de formation

Objectifs pédagogiques

Pedagogical objectives

- Adopting a coaching approach
- Mastering coaching using the G.R.O.W. method
- Coaching towards specific, measurable objectives
- Coaching your team

Compétences visées

- Applying the G.R.O.W. method.
- Creating an alliance with the coachee
- Moving from a high to a low position for improved listening

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Stage 1: The basic principles of a coaching approach

- Defining your place at work
- The differences between coach and mentor
- The different approaches to coaching (constructivist, systemic, etc.)
- The different phases of coaching :

creating an alliance - defining an objective - analysing the request - exploring the options - deciding to act - evaluating the commitment

Exchange - Metaplan

Stage 2: Analysing the request

- The G.R.O.W. method
- How to help articulate the request: practising active listening and cognitive empathy. The art of asking the right questions.
- Taking stock of the current situation: Analyse strengths, weaknesses, resources, obstacles, etc.

Exercises in pairs with feedback from the coach

Stage 3: Finding practical solutions

- Helping solutions to be developed.
- Getting out of the comfort zone.
- Identifying sources of motivation.
- Helping to identify and overcome obstacles.

Peer-to-peer coaching, coach the coach;

Stage 4: Coaching a team

- How can you motivate and grow a team?
- How does motivation work in a small group?
- How do you support change?
- How do you support specific, measurable actions?

Application exercises with feedback from the coach and participants

Modalités pédagogiques

Educational format





On site : 2 days

Remote : 4 x 3,5 hours workshops via Teams, GoogleMeet, Zoom...

Individual coachings if needed

Moyens et supports pédagogiques

Educational resources and supports

- Slide show PPT
- Pedagogical Support

Modalités d'évaluation et de suivi

Evaluation and monitoring methods

- Self-positioning by participants on a digital platform shared with the trainer (at the beginning and end of the course)
- Assessment by the trainer at the end of the course
- On-the-spot assessment immediately after the course
- REX - One-hour practice-sharing workshops one or two months after the initial training course
- Post-training assessment one or two months after the course
- Performance questionnaire sent to the customer three months after the course

Nous sommes à votre écoute au 01 47 66 25 20

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