



OUR PROVEN APPROACH TO DEVELOPING COACHING SKILLS FOR MANAGERS

ELECTRIC COACHING AND ACTION LEARNING WORKSHOPS

Embed the skills and habits your organisation needs, and ensure sustained behaviour change with a blend of online learning and bespoke in-house workshops.

Support your managers with online coaching programmes and workshops to improve individual and team performance, tailored to meet your organisational goals. Experience shows that the impact of our online courses is enhanced by adding bespoke Action Learning Workshops to embed the behaviour changes you wish to make.

Our workshops augment individual online learning by providing additional practice opportunities and creating a community of practice among your teams. The social learning element sets the broader organisational objectives into context and ensures learning is shared across the group. It's a learning process deeply grounded in the belief that we learn best by reflecting on our experiences and experimenting with doing things differently. We work with each organisation to ensure that the learning is contextualised and that the content and style of these sessions is designed to maximise impact and create sustainable change.

BRIEF CASE STUDY

One particular organisation we worked with wanted to develop a coaching style of leadership in order to increase engagement and productivity. They enrolled their Senior Managers on ELECTRIC Online® and their team leaders on Coaching Fundamentals. Three Action Learning Workshops accompanied both programmes for each group and provided opportunities to further embed these new behaviours into their leadership styles. The Senior Managers also benefitted from two individual conversations with a Coach Supervisor to allow them to consider their own personal learning needs, further embed their coaching skills and reflect on how to use them to increase their own effectiveness as leaders.





There was a short design phase where we partnered with the organisation to understand their strategic goals for the programme and the behavioural change their teams needed to make to support these. This partnership allowed us to design the bespoke Action Learning Workshops to have the greatest strategic effect and to successfully introduce the concept of coaching for engagement and productivity. For instance, through our partnership conversations, it became clear that developing the leaders' ability to offer impactful feedback was important to their strategic goals and to achieve the behavioural changes they required. This meant that we could design workshops tailored specifically to develop these skills.

The feedback from participants was that the combined coaching skills with the tailored approach to their organisational needs really helped to ensure the programme had maximum, and lasting impact.



"The ELECTRIC model has brought structure to my coaching conversations. I am now able to apply the model when speaking to my team, giving a consistent approach to dealing with issues that they face."



"Overall the course is very enlightening and can't fail to add to anyone's skillset. Personally I enjoyed the online learning side... ..The ELECTRIC model appears fairly simple on the page however once implemented into coaching or training sessions it provides an excellent framework."



Contact us to discuss how ELECTRIC can support you and your team to improve individual and team performance. Call us on **+44 1869 338989** email **enquiry@theocm.co.uk**