

## Core Coaching Skills & Motivational Maps Licensee Training

4 day  
Course

### 'Unlocking Motivation in Business - How to Measure, Monitor and Maximise Motivation to Improve Performance and/or Reduce Absenteeism and Sickness'

---

<b>Business Scenario</b>	<p>A recent CIPD survey suggested that 9 out of 10 organisations are now using coaching to help boost staff performance. Coaching is a proven training tool to empower others to take responsibility and control of their lives. You wish to learn to be a business coach to enhance individual and team performance.</p> <p>You are also a business looking for the opportunity to improve motivation and measure the success of coaching. It maybe that you've recognised that performance has dipped and you've noticed sickness and absenteeism has increased. It maybe that you are focussed on improving individual, team and business performance, to drive your business forward.</p> <p>If any of these scenarios ring a bell then learning to be a coach combined with Motivational Mapping of your staff and teams may provide the ideal solution.</p>
<b>Who will Benefit?</b>	<p>HR managers; Learning and Development Professionals; Business Owners; Directors; Partners – If you have staff and you want to improve business performance through motivating your staff, then look no further than this unique opportunity to combine coaching skills with a 'Motivational Action Plan' for your staff aligned to business goals.</p>
<b>Course Objectives</b>	<p>By the end of the course you will be able to identify and understand:</p> <ul style="list-style-type: none"><li>▪ Learn the foundations of coaching with practical exercises</li><li>▪ Utilise TGROW and SMART Coaching Models</li><li>▪ The 4 types of people that sit in your business and how to identify them.</li><li>▪ The 9 reasons people get out of bed to go to work – its not just money!</li><li>▪ Three areas business need to focus on for success</li><li>▪ A Motivational Action Plan tool that aligns personal motivation with business motivation</li><li>▪ How to Describe, Measure. Monitor and Maximise Motivation for the benefit of individuals and teams whilst aligning this to business objectives.</li><li>▪ How to remeasure this and demonstrate a tangible improvement in motivation and performance</li><li>▪ Coaching skill sets required to get the best out of your staff</li></ul>

---

- A system you can use on a one to one; or with groups.
- A system you can use with businesses which covers the three R's of staff – Recruitment; Retention; and if necessary Release.

---

## Course Content

### Core Coaching Skills

- Communication & Rapport Building
- Coaching Tools & Techniques
- Coaching Models
- Practice Coaching

### What is Motivation?

- Understanding Motivation and its place in business
- 9 types of personal motivation
- How conflict occurs and what to do
- Reward strategies for personal motivation
- Reward strategies for team motivation

### Goals, Targets and Objectives

- Setting goals around motivation
- Using TGROW coaching skills with SMART outcomes
- Measuring, improving and overcoming barriers to motivation

### Motivational Action Plan

- Motivational Action Plan that encompasses skill sets
- Measuring Motivation and Skill to identify gaps
- Coaching on motivation and skill gaps
- Remeasuring motivation and skill.
- Demonstrating improvements

### Maintaining Momentum with Motivation

- Reviewing progress
- Tangible outcomes for business
- Aligning business and personal motivation

---

## Course Features

By the end of this course you will be a developing coach and licensed to run the motivational mapping process with your business. The course is designed to be fun and inter-active but with a serious undertone of enabling you as an individual to describe, measure, monitor and maximise your motivation, that of individuals and teams within your business.

---