

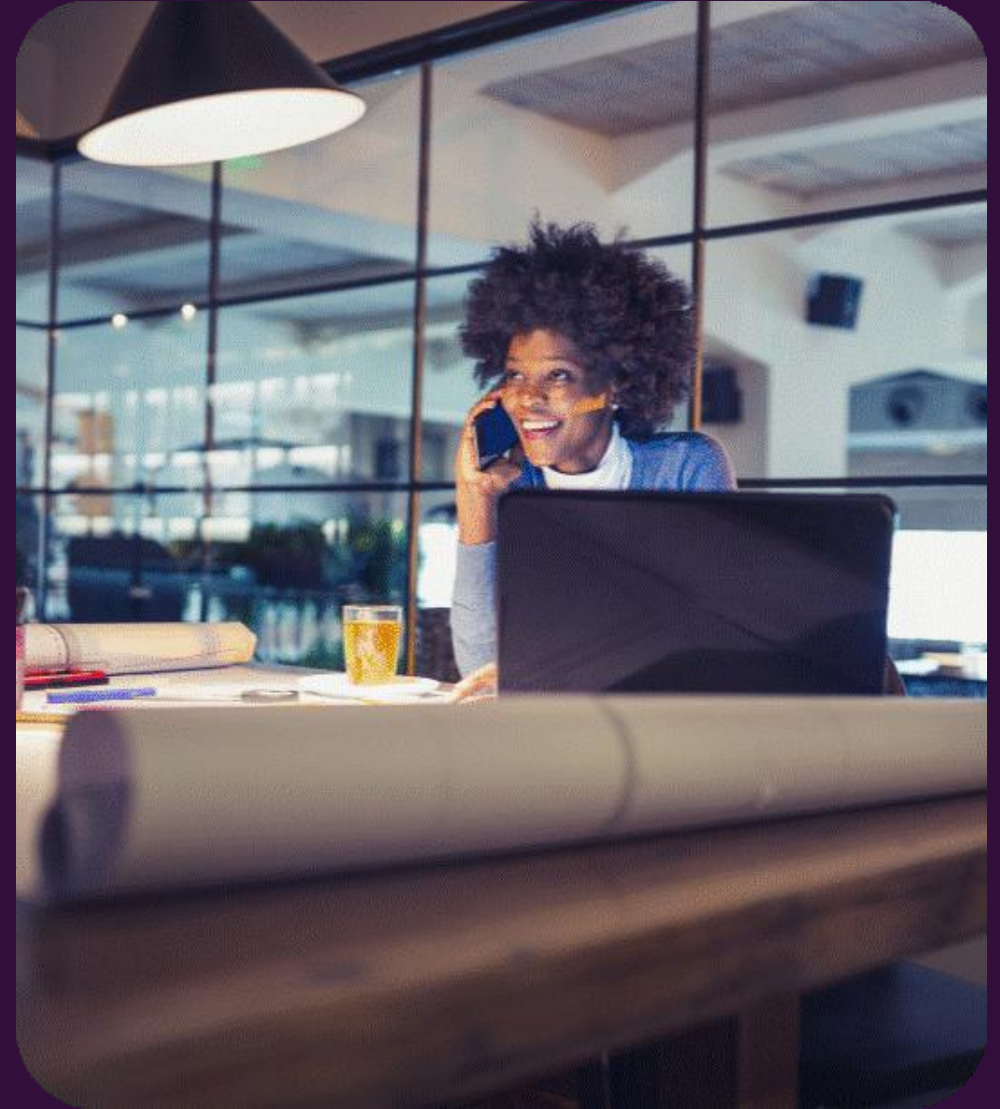
Level 5 Coaching Professional

Taster Session

Creating a Coaching-Driven Workplace

inst=p

Inclusive teams - Limitless growth



Introductions



Chris O'Brien
Client Solutions Manager
Instep



Heather Traynor
*Learning and Development
Specialist*
Instep



Instep UK ...



National Training Provider

30+ years heritage delivering bespoke management programme commercially (globally) / Apprenticeships

Core offering

Executive Coaching Professional **Level 5**
Team Leader **Level 3**
Operational & Departmental **Level 5**
Women in Leadership **Level 5**
Women in Management **Level 3**
Business Change Excellence **Level 4**
Data Skills Confidence **Level 4**





What is Coaching?

Coaching can be defined as a systematic and individualised approach that aims to enhance performance, facilitate learning, and unlock potential. It is a supportive process that empowers individuals to overcome challenges, build new skills, and achieve their desired goals.





Coaching is unlocking a
person's potential to
maximize their growth.

John Whitmore

 quote fancy

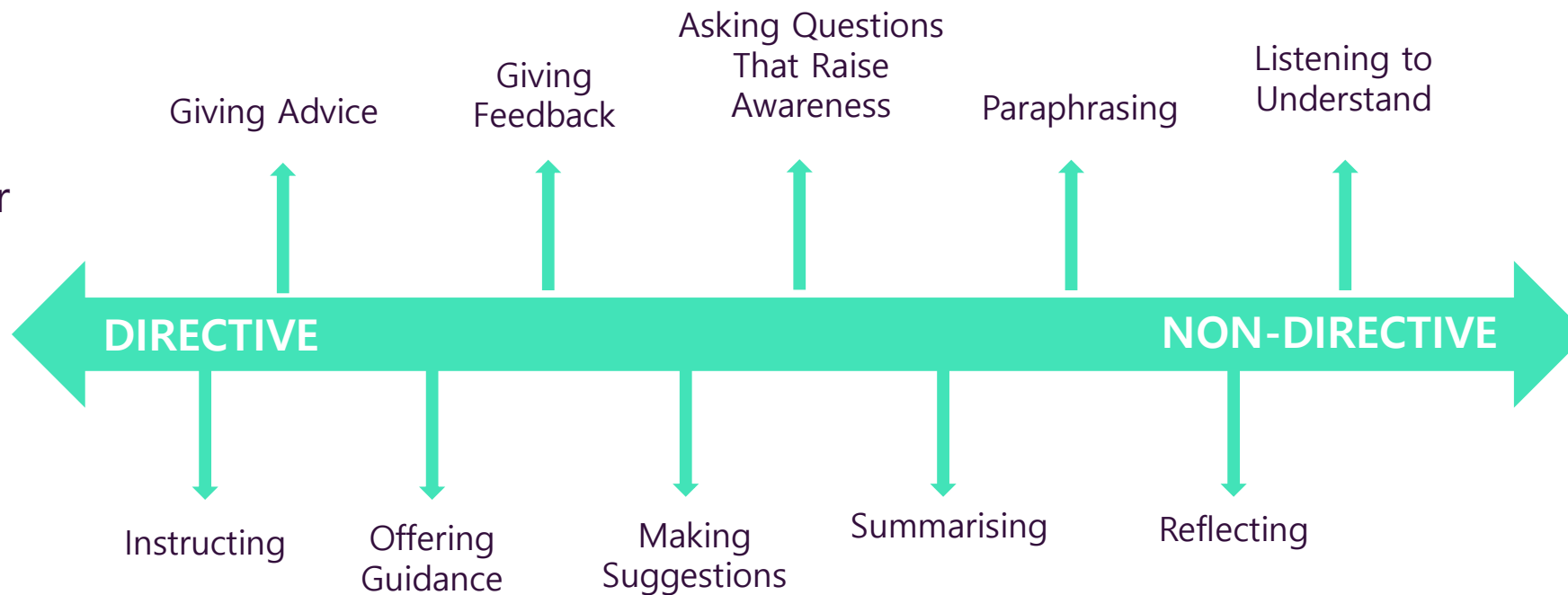


Empower your People through **Coaching**





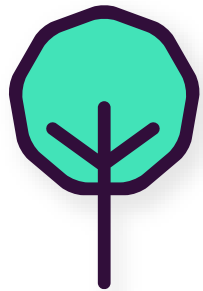
PUSH
Solving
someone's
problem for
them



PULL
Helping
someone
solve their
own
problem

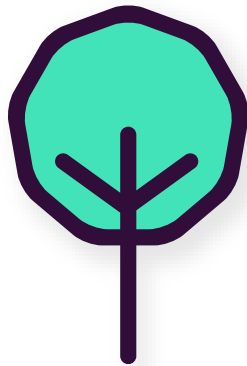


Coaching Model: **GROWME**



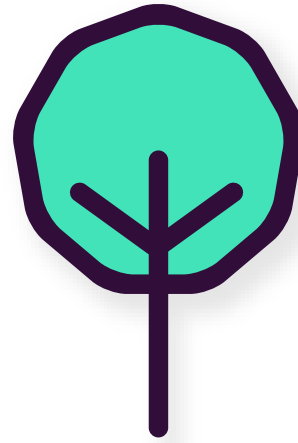
GOAL

Clarify and agree
a realistic and
motivating
outcome



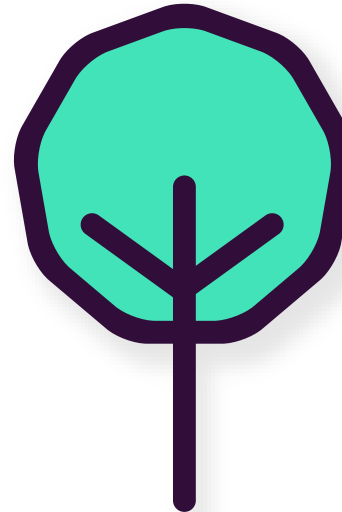
REALITY

Raise awareness
of what's
happening now



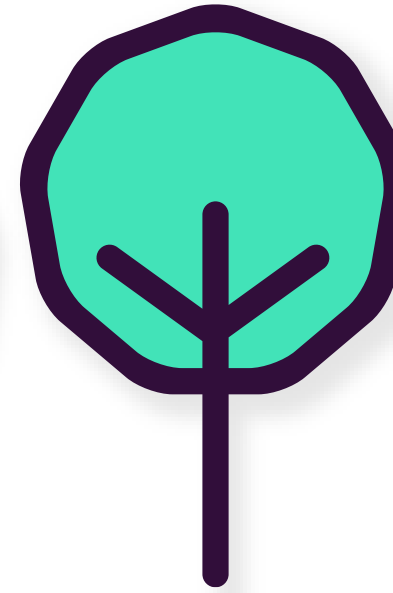
OPTIONS

Stimulate ideas
and choices of
new ways to
perform or
behave



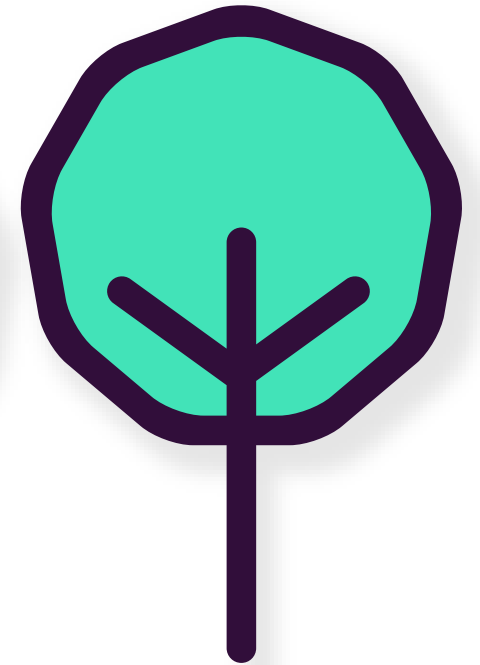
WILL

Check
commitment to
options and
agree action



MONITOR

Follow up on
agreed actions



EVALUATE

Assess the
effectiveness of
the coaching



Emotional Intelligence





Women are more emotionally intelligent than men.

False - while research has found that women have an edge over men in some areas, men also excel in some areas of emotional intelligence. EI is something which can be learned and developed!

Emotional intelligence is still a soft skill compared to technical attributes.

False - countless studies have shown that emotional intelligence has tangible benefits not just in relationships but in bottom lines of organisations.

90% of leadership success is attributed to high EQ.

True - and this makes a lot of sense considering that emotions guide everything we do.



5 COMPONENTS OF EMOTIONAL INTELLIGENCE



1. Self-Awareness

Be aware of your emotions as they arise.

2. Self-Regulation

Manage your impulses, soothe yourself & respond appropriately.

3. Self-Motivation

Delay gratification, stay motivated & persistent in face of setbacks.

4. Empathy

Understand others' feelings, needs, wants and concerns.

5. Relationship Management

Manage others' emotions, organize groups & negotiate solutions.



Coaching in Practice



Self-Awareness	Name the strongest emotion you've felt in the last 24 hours and what triggered it.
Self-Regulation	Write one healthy way you <i>could have</i> handled that emotion one notch better.
Motivation	List a goal on your plate this week that genuinely excites you.
Empathy	Think of someone involved in that goal. In one phrase, guess what they <i>might</i> be feeling about it.
Social Skills	Write one tiny action (≤ 2 minutes) you'll take today that moves the relationship forward.
Integrate	Scan your five answers. Circle the <i>one</i> that would create the biggest positive ripple if you acted on it in the next 24 hours.
Commit	Say your selected action out loud, using the formula " <i>By [TIME] I will [ACTION] because it strengthens my EI.</i> "
Close	"On a scale of 1-10, how confident are you you'll do it?" → "What would move you up half a point?"



Core Values



adventure



health

community



integrity



kindness

knowledge



friendship



family



1 Deep down, what is most important to me?

2 What will I never compromise on?

3 Who do I admire most and why?

4 What makes me the most frustrated?

5 What makes me feel the most energised?

6 How do I want people to remember me?

7 What is my ideal environment?





List of VALUES

Accountability	Ethics	Kindness	Self-respect
Achievement	Excellence	Knowledge	Serenity
Adaptability	Fairness	Leadership	Service
Adventure	Faith	Learning	Simplicity
Altruism	Family	Legacy	Spirituality
Ambition	Financial stability	Leisure	Sportsmanship
Authenticity	Forgiveness	Love	Stewardship
Balance	Freedom	Loyalty	Success
Beauty	Friendship	Making a difference	Teamwork
Being the best	Fun	Nature	Thrift
Belonging	Future generations	Openness	Time
Career	Generosity	Optimism	Tradition
Caring	Giving back	Order	Travel
Collaboration	Grace	Parenting	Trust
Commitment	Gratitude	Patience	Truth
Community	Growth	Patriotism	Understanding
Compassion	Harmony	Peace	Uniqueness
Competence	Health	Perseverance	Usefulness
Confidence	Home	Personal fulfillment	Vision
Connection	Honesty	Power	Vulnerability
Contentment	Hope	Pride	Wealth
Contribution	Humility	Recognition	Well-being
Cooperation	Humor	Reliability	Wholeheartedness
Courage	Inclusion	Resourcefulness	Wisdom
Creativity	Independence	Respect	
Curiosity	Initiative	Responsibility	
Dignity	Integrity	Risk-taking	
Diversity	Intuition	Safety	
Environment	Job security	Security	
Efficiency	Joy	Self-discipline	
Equality	Justice	Self-expression	

Write your own:



What are your core values? (top 10)

Now, choose your top 5!

Do they align with your company's values?



Recap

Identify 1 action you will implement moving forward based on your learning today.



Q & A

