

Industry sector is continuously facing an ever-increasing rate of change in the functions and the work environment. In such conditions, managers are challenged to provide employees with a sense of direction, feedback and guidance to their subordinates. They themselves are in need to be successful and to have positive thinking so that they can impact the same on their teams and the organization. They need to function as a guide by the side of their juniors and not as a sage on the stage. This 2-day training program will equip managers with the necessary coaching and counseling skills to address employee performance and behavior, and to improve their motivation and productivity. In the Coach and Counselor program, you'll learn to take people from adequacy to excellence.

Course Overview

MODULE: 1 Coaching and Counseling – An Overview

- Understand how coaching can contribute to maximize performance.
- Identify of **Motivational Challenges** of a person
- Know how to provide **behavioral feedback** to your employees.
- Understanding Competency through **Iceberg Model**
- Using coaching skills to do **Motivational, Behavioral & Functional analysis** of a person
- Understanding **keystone habits** for fundamental change in people
- When to Use Coaching & When Counseling
- Quick historical perspective of coaching & counseling

MODULE: 2 Different Models and approaches in Coaching

- **Appreciative Enquiry** to build motivation
- Understand the **GROW Model** and be able to adapt it to most coaching situations
- Using **Transactional Analysis** effectively during coaching and counseling

MODULE: 3 Building your expertise in Coaching

- Apply the concepts of **Adult Development Theory** to your
- Understand & learn how to use **Self visioning** tool, **Life Skill Mapping** tool
- Importance use of **360 degree** analysis tool
- Use **Competency Map** for key leadership behavior
- Understanding Different Learning Styles
- Using **Neuro-Linguistic programming (NLP)** for behavioral change

MODULE: 4 Approaches & Skill required for counseling

- Understanding and Identifying the **Motivators**
- Understand diverse **Perceptions** of people
- Conducting Counseling and **Disciplinary Feedback** sessions
- Use different **Typologies** like **Behavioral assessment using RSI, MBTI, Internal voices/drivers**
- Understand & use **Career Mapping, Seed Model** in counseling

MODULE: 5 Latest trends & Techniques in coaching

- Role of **Critical Conversations** in coaching
- Using technology tools in coaching

By attending this Workshop you will learn:

- Understand your role as a coach and how it can contribute to maximize performance.
- Understand how to use **Appreciative Enquiry** to build motivation
- Understand & learn how to use **different coaching tools & models like Self visioning, Life Skill Mapping, 360 degree Analysis, GROW model**
- Identify & Use **Competency Map** for key leadership behavior
- Apply **Competency Iceberg Model** while Coaching
- **Structure and Practice** your Coaching and Counseling Session
- Understand and Identifying the Motivators that enable effective Coach
- Use different **Typologies** like **Behavioral assessment using RSI MBTI, Internal voices/drivers**

Unique Benefits to the participants:

- Get a comprehensive, information packed courseware during the program and for back home use
- Learn from the industry experts who have a specialist experience in the area of Coaching & Counseling
- Network with other professionals with same background and interest
- Brand yourself as a **Certified Executive Coach & Counselor**

Who Should Attend the Program?

- Currently practicing coaches and consultants seeking global certification, either internal or external to an organization
- Professionals in managerial positions who are involved & responsible for the performance of their team in the company.
- Line managers, functional professionals who are working as coach or counselor.

Fees Per Participation

INR. 30000

CAMI Certificate

Certificate will be given by Carlton Advanced Management Institute (CAMI), USA

Certification Process With Time Lines

Step 1 : Training – 2 days (9.00 am – 6.00 pm)

Step 2 : Project completion (24 hrs work)

Step 3 : Project Soft Copy Submission (within 60 days from program)

Step 4 : Certification & Evaluation process – 5 weeks after submission of project

The assessment would be done based on step 3 by an internal evaluator. An Extern Evaluator appointed by CAMI would verify the evaluation.

For Registrations and More Information Contact :

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For Upcoming Events Visit : <http://acelearnquest.com/event.php>