

## Developing Coaching Skills Case Study – Training Managers to Apply Coaching

A national disability charity asked *mch* to help develop one of their senior management teams. Specifically, it was asked to develop the coaching ability of the individual managers. Over several weeks, *mch* covered the building blocks to great coaching:

### The Building Blocks to Have a Lasting Impact as a Coach



Increasing the positive impact of individuals and third sector organisations through staff development.

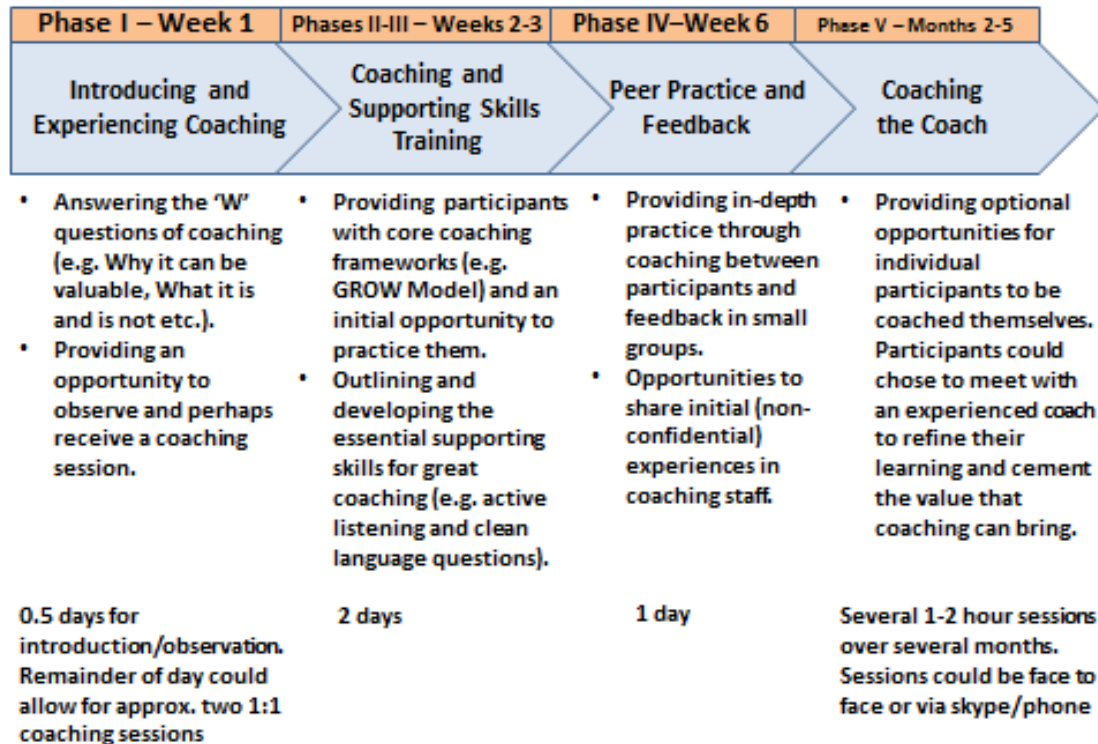
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A phased approach was used as outlined below:

### Assisting Managers to Become Coaches to their Staff



The comprehensive nature of the programme was positively felt by participants, as shown by the following testimonials:

*“Good to see the 'whole picture' rather than an over-focus on any one aspect.”*

*“It was great that you built in time for us to think. The practical sessions and gaining feedback on my coaching was really useful.”*

mch is aware that not all organisations need or are able to fund all of these phases. Consequently, the course has been successfully adapted to meet such circumstances.

Get in touch at the address below to discuss your training needs.

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