

# Coaching Skills for HR Professionals

## By Irina Miu

### BACKGROUND



As HR professionals we are the gate of the organization and we are the support structure each function, team, department, project or individual should rely on. Daily we are confronted with situations that require our full self. But how can we make sure we make the most of what we have? How can we best assist our business partners and colleagues in achieving their results?

### Course Overview

**Pre Work** – participants are required to complete an online questionnaire targeting the identification of specific needs from the training program in order to bring customized examples.

#### Day 1

- Fundamentals of Coaching Conversations
- What is coaching? What's the value of coaching?
- When can we, as HR professionals, apply coaching skills?
- Basic communication skills used in coaching
- A Coaching Framework
- Active listening Skills
- Contracting in coaching

#### Day 2

- Types of questions used in coaching
- Coaching Strategies
- Coaching with NLP
- Working with space, drawings and systems positions in coaching
- Family Therapy organizational interventions
- Team coaching tools
- Systems

# **BUSINESS FUTURE**

## **C O N S U L T I N G**

### **LEARNING OUTCOMES**

At the end of the workshop, the participant is able to

- Acquire 3 different techniques for individual coaching.
- Learn different approaches on how to coach teams.
- Develop 1 skill essential in coaching conversations.

### **LEARNING METHODOLOGY**

This is a very hands-on training with real life practices using certified assessments, researched articles, case studies and applications that are targeted at building the needed skills accompanying individuals and teams in their search for excellence.

### **TARGET AUDIENCE**

Suitable for HR practitioners and professionals

Any further enquiries, please contact us at  
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