




Coaching for Performance – Develop Your People

 **13 Apr 2023** (23/3/2023)
10 Aug 2023 (20/7/2023)
5 Dec 2023 (14/11/2023)

* EB dates in brackets

 9 AM to 5 PM
 Holiday Inn Orchard
 City Centre or similar

Early bird (EB): S\$388.80
Normal: S\$442.80
Members: S\$345.60

* Fees are inclusive of 8% GST

Important for Organisations:
 Please inform us if you will be applying for SDF in order for us to facilitate your application.
 E: enquiries@eon.com.sg

Heading a team and feeling clueless about how you can get the best out of your talented, dynamic team members? Coaching them would be your best bet.

By coaching your employees, you do not only increase the effectiveness of your organisation, but also achieve a higher retention of your most precious and essential asset – your people.

Gain insights and practical skills such as understanding the importance of coaching and how it impacts your organisation, and mastering the GROW ME model so that you can link it to performance evaluation.

Coaching 101

- What is Coaching and Why Coaching?
- Difference between Traditional and Partnership Coaching
- Attributes of a Good Coach and a Good Coachee
- Barriers to Coaching

Developing a Coaching Culture at the Workplace

- Types of Coaching and Coaching Models
- Developing a Coaching Conversation using GROW Model
- The Process of GROW ME
- The Result of GROW ME: GLOW
- Difference between Coaching and Mentoring

Key Skills for Coaching

Communicate to Motivate

- 3Ds of Motivation
- Herzberg's Motivational Theory
- McClelland's Human Motivation Theory
- Tell-Show-Do Technique
- Bloom's Taxonomy
- Difference between Coaching and Counselling

Discovery Questioning

- 7 Essential Questions
- Value-based Conversation

Reading People

- 16-personality types

FeedForward Coaching

Ms Susan Lim has 20 years of teaching and training experience in Singapore, Malaysia, Thailand and Myanmar, and aspires to make a difference in the lives of both the youths and adults. She believes in living above the line to create personal power and is future-oriented. She inspires connections between personal and professional goals, and is committed to empower people to exceed their personal best.

Susan's academic credential includes a Master of Education from the University of Melbourne, a Post-Graduate Diploma in Education from the National Institute of Education (NIE) and Bachelor of Science from the National University of Singapore. She is also a DISC Certified Human Behaviour Consultant in Human Behaviour Science, an ACTA Certified Trainer and Assessor, and Workplace Big Five Profile Certified Consultant.

After the workshop, you will be able to:

- understand the importance of coaching and barriers to effective coaching
- use of the GROW ME Model for a more purposeful coaching session
- achieve a common understanding with team members for better monitoring and evaluation of their performance
- master the key skills of coaching

Who Should Attend?

Team leaders or supervisors aspiring to increase his or her organisation's effectiveness and retain talented individuals.

Methodology

This is a highly interactive workshop with mini-lectures, small group discussions, presentations, workplace activities and video-clips. Participants are expected to contribute actively to achieve maximum learning impact.

Register with us now!

1. Online [\[click here\]](#)
2. Request for a soft-copy form
 - 6220 4008
 - enquiries@eon.com.sg