

# BASIC COACHING SKILLS

PROPOSAL

GUIDANCE  
 FEEDBACK  
 TECHNIQUE  
**COACHING**  
 SUCCESS  
 FOCUS  
 GOAL  
 PEOPLE  
 BUSINESS  
 CONFLICT  
 DEVELOPMENT  
 LIFE  
 MANAGEMENT  
 CAREER  
 COACHEE  
 DATING  
 COMMUNICATION  
 COACH  
 TRAINING  
 TARGET  
 HEALTH  
 DATING  
 EXPERIENCE  
 GLOBAL  
 QUESTIONING  
 SUCCESS  
 DEVELOPMENT  
 FINANCIAL  
 LIFE  
 LEARNING  
 NCE  
 MENTORING  
 SPORTS  
 ADVICE  
 BUSINESS  
 TEACHING  
 SKILLS  
 TARGET  
 EXECUTIVE  
 PROCESS  
 CLARIFYING  
 LISTENING  
 GUIDANCE  
 FEEDBACK  
 TECHNIQUE  
 THEMATIC  
 VITY  
 COACHING  
 CLIENT  
 LEARNING  
 ADVICE  
 COACH  
 PEOPLE  
 MANAGEMENT  
 COMMUN  
 ELEVATED MINDS CIC  
 HELP  
 TARGET  
 SYSTEMATIC  
 ACTIVITY  
 SKILLS  
 GLOBAL  
 TRAIN



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## Introduction

The following proposal is an explanation of the process, expectations, benefits and cost of a Basic Coaching Skills training programme.

We have coached hundreds of young people and adults over the past 8 years, empowering them to take action and make a difference in their own lives. We have worked with young people who are in compulsory education, in further or higher education, adults and young people who are offenders or at risk of offending, have mental health issues, addictions and many other people that fall into the vulnerable client group. We understand the importance of staff having basic coaching skills to provide a safe environment where young people are listened to and are asked the right questions. However, this basic coaching skills course will enable staff to effectively build rapport and trust with students as well as being able them to evoke behaviour change and to reduce or eliminate limiting and unhelpful beliefs, replacing them with a confidence to succeed.

With such in depth coaching experience of working with these particular types of clients, we were able to utilise and refine coaching skills to a point where we now train the staff that work in a supportive capacity with clients that belong to the above groups. The staff we have trained include Mentors, Teaching Assistants, Teachers, Senior Leaders and staff from the Youth Offending Service and adults working with and supporting vulnerable adults.

## Specific Objectives

The Basic Coaching Skills training programme will focus on building and developing the following skills:

- Understanding and using different types of coaching models in order to plan and structure sessions, as well as allowing flexibility in approach
- Using different questioning skills such as open questions, closed questions, clean questions and solution focussed questions
- Incorporating perceptual positioning to allow clients to view difficult situations from alternative positions
- Using the 'If frame' and the 'agreement frame' to enable rapport to be built and allow a change of perception

## What to expect

The training will take place over two days, with a commitment to completing coursework. The first training day will take place within 2 weeks of employers formally agreeing to work with Elevated Minds.

All staff members involved in the training will be given a workbook with information and tasks to complete as well as resources that they can use with clients.

Staff members will also undergo a preliminary coaching exercise will ask them to look at their current practice as well as evaluating a made-up scenario. This would be sent 2 weeks prior to the start of the training.

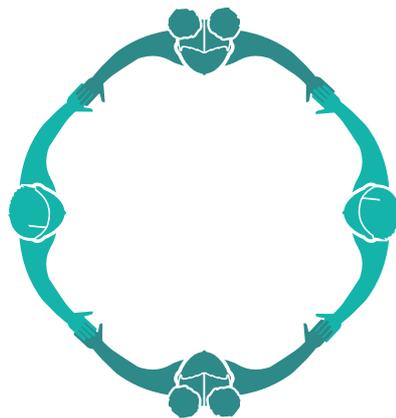
## Benefits of attending this Basic Coaching Skills training programme

Many clients that we have worked within a training capacity, consistently report the following outcomes:

- Improved staff confidence
- Improved staff production
- An increase in targets being met
- A more in depth understanding of others behaviour
- An increased ability to motivate others
- Improved ability to persuade, influence and negotiate for results

As well as the benefit to staff, clients also reported experiencing the benefits from having staff trained in coaching skills. This includes:

- A reduction in stress, anxiety and overwhelm
- Increase in confidence and self-esteem
- Reduction in procrastination
- Taking control of their lives and making responsible decisions
- Increase of motivation
- Empowerment



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