

Coaching Conversations

Coaching Conversations has been designed to support high-quality, potential-unlocking conversations at work, by using the key skills and principles of coaching. Perfect for managers, mentors and anyone who want to use a coaching approach more often, this workshop combines training, practical exercises, group discussion and reflection, with opportunity to experience coaching and being coached. The session can be run in different formats from 2 hours to a full-day, either in-person or online.



Example Coaching Conversations content

(Actual content will be adapted for your specific organisational needs)

- Key principles of coaching, and how it differs from mentoring and other more directive approaches
- The seven core skills of coaching, and how we can develop them
- Simple and actionable coaching models, underpinned by research
- Opportunity to practice coaching others, be coached, and observe coaching conversations
- Seven powerful questions, for any conversation
- How to integrate a coaching approach within performance and development chats, and other conversations
- How to start building a coaching culture in your organisation

Typical Coaching Conversations outcomes

- Participants can have straight-forward coaching conversations with others
- Feel confident and empowered to use their coaching skills
- Identify and seize opportunities to coach, instead of a more directive approach
- Feel energised about having coaching conversations, and being coached by others
- Feel comfortable integrating coaching conversations in their work (both for managers and individual contributors)

“Thanks so much for the coaching skills session, it was really valuable. Participants felt that it gave them time to think about their own needs and skills, as managers and others trying to juggle numerous roles. They enjoyed it and felt supported by the process.”

“I’ll be eternally grateful for the support you’ve provided with your Coaching Conversations workshops. You’ve set the bar high for team development sessions like these!”

Jess has over 15 years’ experience of leading large teams and complex organisational change across the Civil Service, education and private sectors. She is a professional leadership coach, accredited by the International Coaching Federation, with significant experience in 1:1 and group coaching, and training and development.

To design your session, connect with Jess via:

e: jess@jess-annison.com

l: [linkedin](#)

Or for more information, see:

w: www.jess-annison.com

Jess Annison Coaching