

► OVERVIEW

INTRODUCTION

The Programme in Coaching for Performance of USB Executive Development (USB-ED) provides the necessary skills and methodologies that are required by an individual to play a coaching role within an organisation. Furthermore, it establishes the right mindset to assume responsibility for growing key people within an organisation.

WHAT SETS THIS INTERVENTION APART?

This hands-on coaching programme equips participants to transfer vital skills to employees within ever-changing business needs and corporate environments. Through effective coaching, an organisational culture that welcomes learning and development may be created.

► WHO

WHO SHOULD ATTEND?

The programme is aimed at managers and leaders who must play a role in assisting with the development of managers and employees at all levels. These managers typically assume the responsibility for the growth of employees, not only in their organisational lives, but also in their lives in general.

ADMISSION REQUIREMENTS

It is assumed that participants comply with the following requirements: English language competence at NQF level 4. Sufficient ability to read and comprehend learning material, write assignments and follow/participate in discussions on management issues.

FACULTY PROFILE

Mary-Joe Emde

► WHAT

CONTENT OVERVIEW

This includes the following:

- what is coaching as opposed to mentoring, counselling or teaching?
- adult learning, KOLB and the role of learning styles in enhancing coaching effectiveness
- effective and non-effective conversations
- core skills of coaching
 - listening
 - reflecting, reframing and summarising
- grow – a possible route
- coaching practice and feedback
- the power of questions
- effective feedback – boff – johari
- building rapport creating an effective space for coaching
- structuring the conversation
- coaching session with a professional coach at a mutually agreed upon time before day 3 of the programme
- reflective review of applied coaching

NQF ALIGNMENT

This programme is presented on the complexity level of NQF 6.

CERTIFICATION

On successful completion of the programme, participants will receive a certificate from the University of Stellenbosch.



WHEN & WHERE

CAPE TOWN

11 – 13 April 2012

08:15 - 17:30

FEES

FEES

R8 950

Please note that programme fees, faculty and dates are subject to change.

ENQUIRIES

CONTACT PERSON:

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► BENEFITS

HOW WILL YOU BENEFIT?

The successful participant will be equipped to:

- have greater confidence as manager in the role of coach and mentor, and in influencing other people's growth
- apply psychodynamic and systemic understanding to the coaching task
- understand theoretical models for individual coaching and development
- listen, question, reflect and provide the ability to give constructive feedback
- understand the dynamics of building the coaching relationship, including engaging, contracting, reviewing and concluding
- have insight into own management and leadership style, and areas for further development.

► FEES

FEES

R8 950

Fees include programme fees, programme material, lunch and refreshments, and are payable before the commencement of the programme.

CANCELLATION POLICY

It is of utmost importance that USB-ED be formally notified of cancellation 14 days prior to the commencement date of the programme.

A cancellation fee of 10% will be payable for cancelling fewer than 14 days prior to the commencement of the programme.

Please note that programme fees, faculty and dates are subject to change.