

iChange Solution Focused Coaching Skills

Enhancing Coaching Psychological Capital



The solution focus embraces a radically new paradigm to taking a positive approach to coaching. It contains four elements which incorporate all that is predictable and controllable about engaging with challenging coaching sessions. It seeks to simplify and not over-complicate the experience of change for your client. You may be a coach, consultant, leader or someone who is perceived as required to possess the ability to coach others. You may be familiar with solution focused coaching or this may be your first experience.

The exciting news is that you can learn the powerful, flexible and adaptable tools used within solution focused coaching and also you can integrate them into your current approach to enhance your coaching effectiveness. This unique approach allows you to unleash talent while remaining focused on performance, goals and outcomes.

Workshop Overview:

The Solution Turbine Coaching Model

The solution turbine (a solution focused coaching model) is propelled by the positive emotions that drive high performance. It uses the science behind positive psychology to enable a coach to focus their time, attention and energy where it matters most.



Problem talk creates problems – solution talk
creates solutions

- Steve De shazer

This programme brings you right to the heart of solution focused brief coaching and will leave you with a new coaching mind-set, skill-set and tool-set.



Keep your coaching fresh - make the science of positive psychology a coaching habit

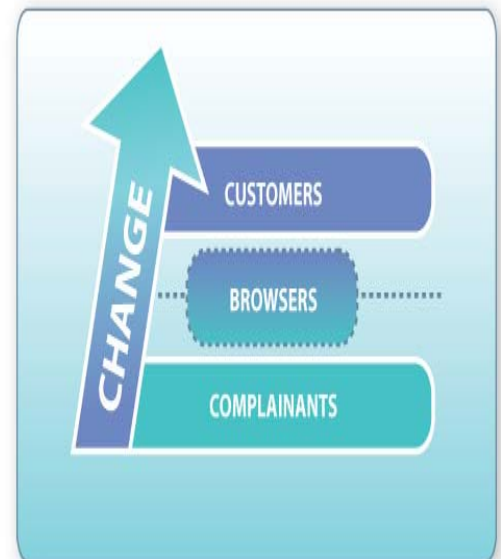
During the 2 day programme you will:

- Develop new coaching skills which are fresh and confidence building
- View different coaching models and understand the solution focus 'difference that makes a difference'
- Unleash the full resources and talent of your client
- Successfully coach 'drive by drop offs' as in employees who have being sent to be fixed!
- Learn the insights and business case behind solution focused coaching
- Demonstrate enhanced communication in coaching sessions

"When we do what we choose to do, we are committed. When we do what we have to do, we are compliant....Successful people focus on what they choose to do."

— Marshall Goldsmith

- Access tools to coach through complex problems and conflict situations
- Practice with the solution focused toolkit
- Explore the science behind positive psychology
- Learn experientially with guided reflection
- Experience greater results with less effort/time
- Study videos of solution focused coaching in action
- Develop, sustain and renew your coaching effectiveness



The solution focus is supported by an extensive body of research and consists of proven world class content, methodology and tools.

**For more information about KinchLyons's *Solution Focused Coaching* call us on:
00 353 0 (1) 2778727.**