

Results coaching in 60 seconds – intermediate skills course

Overview

We are all different. Discover how to instantly identify a person's core motivations and apply this additional knowledge in your use of the RC60™ coaching system.

This follow-up programme to the foundation course focuses on developing participants' understanding of personality types in order to produce even greater results in less time, consistently. The course begins by giving a brief review of the eight-step model to RC60™ and the Enneagram. Participants will then learn how to identify and coach each of the nine Enneagram types. This is reinforced by practical exercises that will quickly develop their understanding and skills in using the Enneagram effectively. The expert trainers will help participants use 'real life' examples so that they can integrate the tools and demonstrate effective results coaching in 60 seconds. By the end of the two days they will be able to use the techniques successfully over the telephone and face-to-face to produce results.

Training objectives

There are many tools and techniques available to improve performance but which tools work most effectively with different types of people? Do you use the same approach with everyone? This course will help participants:

- Identify a person's deepest core motivators within minutes.
- Increase their RC60™ coaching effectiveness and confidence
- Introduce the Enneagram effectively to coachees
- Show their coachees how they can tap into their natural motivations to improve performance
- Guide people towards using specific tools and techniques that will further improve their performance and accelerate their personal development and growth

Audience

All line managers who need to secure measurable performance improvement from those who report to them – and who have already taken part in the foundation course.

Format

This highly-interactive two-day course focuses very much on applying the techniques in practice, with numerous exercises throughout the programme.

The expert trainers

Anne developed her passion for enabling people to develop performance coaching skills and cultures to produce measurable results while working for Barclays Bank. After fourteen years there in a senior sales management role, she left to establish her own consultancy firm delivering training and coaching programmes to companies in the UK and abroad. She developed the holistic RC60™ coaching system herself and went on to design and deliver a complete series of training programmes that has now established the RC60™ (Results Coaching in 60 Seconds) brand to wide acclaim.

Amarpal began his career as a pharmacist but his interest in emotional intelligence led him to leave pharmacy to create, develop and practice Natural State Technologies (NST™). With more than ten years' experience in the field – and as a Master NLP Practitioner who has studied with some of the world's leading experts in the field of emotional intelligence – he developed his own unique emotional intelligence models and techniques to help people understand themselves and feel more relaxed, confident and focused on a daily basis, whatever the situation. Amarpal is joint author, with Anne, of the *Results Coaching in 60 Seconds* book.

Anne and Amarpal have received excellent feedback for their RC60™ training, as the following comments demonstrate:

'I think it's absolutely amazing. I've never seen anything like it. It's so different and interesting. I look at people so differently. I've got so much information that is so useful and is going to make me succeed and all my coaches succeed. We are going to be the best in the area! Those who don't go for this course don't know what they are missing!'
Halifax Bank of Scotland plc

'Superb! Reinforced previous learning. The Enneagram model provides the key framework on which to apply results coaching by recognition of emotional resistance to success.'
Leisure Connection plc

'I now understand what makes people tick! I can bring coaching alive!'
Barclays Bank plc

'Very thought-provoking and realisation that all managers can improve. The content of the course was very good and the best part that impacted me was the Enneagram. I have learnt a great deal about myself – 2 great coaches. 10 out of 10!'
West Quay Shopping Centre, Southampton

Course outline

1 How to identify the Enneagram tendencies in others

- Key characteristics of each type
- Look-alike types
- Language patterns of each type
- Facial and other physiological traits of each type
- What each type would never do

2 Making effective use of profiles with coachees

- Introducing the Enneagram to other people
- Do's and don'ts of using the Enneagram
- Interpreting profiles
- Communicating tendencies
- Asking questions to elicit the correct type

3 Coaching the different types

- Building and maintaining rapport with each type
- Key issues to coach each type
- Questions to ask each type
- Blind spots of each type
- Strategies to motivate each type
- Strategies to ensure successful ongoing coaching of each type

4 Introducing second order change coaching

- Definition of second order change
- The benefits of coaching second order change
- How using the core drivers can influence second order change coaching
- Second order change ideas for each Enneagram type

5 Conclusion

- Open forum
- Making good use of additional resources
- Course review

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