

## Results coaching in 60 seconds – advanced skills course

### Overview

Surface or first level change may often just reinforce the current motivation and leave the person in a state of unawareness as to what it is that drives their behaviour. This follow-up programme to the intermediate skills course focuses on facilitating second order change to create deeper levels and longer-lasting behavioural change using the RC60™ coaching system.

### Training objectives

This programme will help participants:

- Understand the difference between first level and second level change
- Understand why first level change is often short-term and ineffective
- Learn and practice a number of approaches within the Saran Model to identify and change core beliefs
- Understand the reasons for questioning beliefs
- Understand the power of working at the level of identity
- Experience the power of using these tools on themselves

As a result, they will be able to:

- Develop a sense of groundedness for themselves when coaching and facilitating change
- Expand their understanding of what drives their own behaviour
- Learn what to listen for in uncovering core beliefs
- Learn the key 'push button' questions that produce 'aha' moments for the coachee and uncover limiting beliefs
- Remain emotionally free from whatever arises in the moment while they are coaching
- Work with different 'parts' of a presenting issue and achieve integration

### 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 and intermediate skills courses.

### 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*

'If you really want to be an effective performance coach - DO THIS PROGRAMME! Get more than you ever imagined out of it. The best course I have ever been on. Very worthwhile.'  
*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 The Saran Model – Natural State Identification

- The power of 'now'
- Understanding the mind strategies that keep us out of now
- Emotional charge and its relation to memory
- Emotions as energies

### 2 Core issues

- Clarifying the issues
- The questions that uncover the core beliefs
- Key 'push button' questions for each of the nine Enneagram types
- Listening for facts, feelings and beliefs
- Listening for key emotional triggers
- Understanding 'stuckness', ambivalence and lack of motivation to change
- The importance of beliefs

### 3 Changing the emotional charge

- The importance of your Natural State
- Producing total acceptance in the coachee
- Back to basics – understanding feelings
- Uncovering beliefs from feelings
- Releasing techniques
- Extricating the message from the past event and releasing the feelings
- Key insights based on Enneagram type to ground the individual
- Releasing attachments and aversions

### 5 Changing the beliefs

- Total acceptance process
- Natural State acceptance
- Saran Model – being present to the moment
- Eliciting consequences of identification and non-identification with the beliefs
- Letting go of beliefs
- Developing more empowering alternatives
- Conditioning the new beliefs
- Importance of engaging neurology when changing beliefs
- The power of habit

### 6 Momentum for your coachee

- Introducing the success system that never fails
- Developing momentum and support

## **7 Practice**

- Staying grounded and unattached during the process
- Key things to listen for
- The Natural State attitude
- Daily grounding exercises
- *Group and one-to-one practice*

## **8 Conclusion**

- Questions and answers
- Course review
- Sustaining your skills development after the programme
- Making good use of additional resources

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**TO DISCUSS YOUR TRAINING REQUIREMENTS  
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