

The Coaching Game

FACTSHEET

A hands-on introduction to what coaching is all about. Learn fundamental skills and put theory into practice.

-  1 hour + debrief
-  4-12 (1 or 2 teams of 4-6 per team)
-  For staff at any level
-  No computer required
-  395 ex VAT



Learning objectives

- to discuss and practise basic coaching skills
- to see coaching as a two-way process
- to get across 12 key learning points about effective coaching (listening effectively, establishing rapport, encouraging vision etc)
- to know what not to do (asking but not telling, not trivialising, not assuming etc)
- to encourage people to find their own solutions

About the activity

The format is simple. Teams take turns to move around a board (there are TWO boards per pack). Players land on squares and pick up 'Cards'. But before the 'board game', each participant selects, from a handout, a few areas where they feel they might benefit from a coaching session. For example in time management, assertiveness, handling change etc.

Now the the board game begins. The squares around the board all indicate a course of action. If a player lands on a **What to Say** square they pick a card from a central pile and read it out. These cards list phrases you might use in a coaching session. If it's considered to be a good phrase it is saved, for later use. If not it goes in the 'Bin'. Together these cards show the importance of choosing the right language when coaching. What is the appropriate - and what is not?

Coaching Tips square offer tips on coaching techniques. Eg tips on being an active listener, using open questions, looking forward rather than dwelling on the past. If the tip is very valuable it's kept for later. If it has some merit, how could it be improved or should it just be binned? These cards build a picture of what good coaching is all about. Eg it's a two-way process, it's about being non-judgemental in your manner and showing respect.

For **Skill** squares (eg *Assertiveness skills*) the player conducts a mini coaching session with any player who earlier listed 'assertiveness' as a possible area where they needed coaching. Participants enjoy the chance to practise their skills - and observe others in action. To assist the 'coacher' he/she can call on the saved cards that offer good coaching advice. A timer limits the coaching to three-minutes.

Problem squares provide another coaching opportunity - this time in the context of 'people at work'. The player landing on a square nominates *another* person to pick up the card and read out 'their problem'. The original player then acts as coach to that person problem. To help the 'coachee' with the role, also written on the card but for their eyes only, are additional notes on the situation.

Lots of engaging, interactive approaches to learning all about the basics of coaching!

Pack contents

- Trainer's Notes
- PowerPoint Presentation
- Game Boards x2
- Problem Cards
- Coaching Tips Cards
- What to Say Cards
- Playing Pieces
- Timer
- How to Play (PDF file)
- Coaching Opportunities Form (PDF file)
- Handout A: Tips (PDF file)
- Handout B: Questions (PDF file)

Five-year licence

Five-year product licence included for repeat use with up to 12 participants per training session within the licence-holding organisation. Please ask for a discount on multiple licences for use with larger groups.

Ideally suited to

Managers, supervisors and team leaders as an introduction to what the coaching process is all about (and how effective coaching can motivate and inspire staff).

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Customer reviews



I used The Coaching Game most recently on a “Performance Coach” training programme for several clients as an introduction and learning of what coaching is all about (with line managers, Directors, Senior Managers – anyone who runs a team). *Learning points* include open questions; rapport; sensory acuity; flexibility; coaching not easy... *Excellent* as an “*accelerated learning*” tool – first class! I use it on every training course involving coaching.

Stuart Harris, Tuesday's Training Company



I use The Coaching Game as part of our excellence programme for managers and supervisors and it *works really well*.

Jane Crossman, L&D Business Partner, VolkerWessels UK



Trainer's role (full guidance supplied in Trainer's Notes)

- Introduce the activity using the PowerPoint.
- Ask participants to complete a handout to say in which area they want to be coached if, during the board game, the opportunity arises.
- Issue game boards, timers and playing pieces and explain the rules (see PowerPoint). Then issue the cards and start the game.
- Observe play and make notes for feedback later, but do not get involved.
- At the end lead a Debrief, asking participants to talk about the experience and what they learned. Consolidate the 12 key learning points (and list seven things to avoid) all supplied in the Trainer's Notes and summarised in the PowerPoint.

Northgate says...

Using a board game scenario takes the 'heat' out of the coaching process and makes it enjoyable and accessible to participants.

Ideally, the activity is used at the start of a session to break the ice and give some experience of coaching. The pack is generic but can be used in conjunction with many coaching 'models' or theories, including GROW.

Ordering is easy!

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Our guarantee

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Northgate customers

