

## WORKSHOP DESCRIPTION

# *"Coaching For Success"*

Facilitator

**Constant Hine**

We will examine using a coaching approach to create a collaborative culture for employee/staff development and to support new, experienced, or challenging staff to become more successful. We will discuss how a coaching model provides an opportunity to support adults in a respectful manner to honor their unique and diverse needs and to build on their strengths and previous experiences. We will discuss ways to interact with staff in a "constructivist approach" for adult learning so they can experience and better understand how to use this approach with children.

In this session we will focus on assisting staff to increase their own performance, be self motivated and to be responsible for their own success with colleagues, clients, families and children. The format will provide a forum for discussion, problem-solving, brainstorming, modeling, and practice coaching. This is an opportunity to learn practical strategies to support staff to increase their performance, to grow in meaningful ways that result in effective change.

Learning objectives:

- Introduce how coaching strategies offer an important alternative among a varied menu of necessary strategies to support staff.
- Introduce how coaching strategies increase individual motivation, involvement, and performance.
- Learn and practice practical coaching strategies

Training handbook recommended: *"Coaching For Success"* by Constant Hine

Optional: Individual coaching sessions  
(STARS Training Hours available)