

Behavioural Change Coach© Training Programme

people=positive™ has designed an innovative 3-day Behavioural Change Coaches programme that has been delivered successfully for the past 4 years. The course uses a highly interactive and creative style with diverse and challenging content. The course has been extremely well received by both participants and organisations:

“Best and most informative course I have been on.”
“Opened my eyes and made me aware of my own attitude and the attitude of others”
“Thought the course was a really good footing to help us in the right direction for a new behavioural culture.”
“Brilliant 3 days and have learnt more than I would ever have imagined.”



It is a programme that is about positive behaviours where the individual can exercise personal leadership; use their influencing skills; take accountability and responsibility for their own actions and raise their awareness of how they can have an impact on others. Although the course is primarily driven by an imperative to improve safety performance, the skills developed are clearly transferable to all aspects of leadership and coaching for performance.

The primary aim of the programme is to enable Behavioural Coaches to be confident and passionate as they influence, in others (through front-line engagements and appropriate interventions) the need to take personal responsibility thereby making a personal shift in behaviour that will lead to an enhanced Safety Culture.

Impact:

- Enhanced safety culture through improved interaction leading to more open dialogue around safety issues.
- Advanced communication skills having a direct impact on the quality of interventions
- Practice in hands-on leadership skills resulting in more confident individuals able to take initiative.

What does the course cover?

- *Establishing the Foundation.* (Exploring and setting expectations)
- *Underpinning Concepts.* (Performance Iceberg, JO-HARI Window, Cogs of Culture©)
- *Personal Shields* (Who I am, what I stand for, significant events that have shaped my life)
- *Exploring Diversity.* (Colours - Individual styles/needs)
- *Creating expectations* ('Dressing the Coach'©: The standards, 'being & doing')
- *Coaching for Confidence.* (Preparing for interactions and presentations. Making it personal)
- *Observing others through a drama intervention* (A living Case Study. An opportunity to give coaching to others. The use of Actors (3 hr +session).
- *Establishing good practice.* "See, Imagine, Feel" (What it takes, What's essential, Dealing with the 'tough' stuff. An opportunity to practice having difficult conversations.)
- *The role of Belief & Influence.* ('Do you believe exercise©' or 'How much influence exercise©').
- *Exploring the 'tools', Presentation Practice*
- *Reflections and Disclosure.* (Setting Goals)
- *Establishing Personal Goals* (What will be at the heart of my success)
- *Creating a Network of Support.* (Sharing personal Goals)

What support will Safety Coaches need after the course?

Having encouraged and supported coaches to attend the course the sponsoring organisation will need to provide the time and space for the coaches to be active, based on the current working environment.

Next Dates:

9th – 11th November, 7th – 9th December

Times:

- Day One – 0900-1730
- Day Two – 0830-1730
- Day 3 – 0830-1600 Finish

Numbers: 16 Delegates Maximum

Venue:

- Hotel - dependent on where the delegates are based
- Residential

Fee: **£1,370.00 per delegate, plus VAT**
25% deposit (£342.50 plus VAT) payable at
the time of booking

Included in the fee:

- Fees for trainers and actors
- Full venue and accommodation costs (2 nights full board)
– excludes personal items
- Course Materials and Folder.

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