

A New Way of Seeing . . .

- . . Coaching
- . . Leadership
- . . Management
- . . Cultural Change

We offer a range of facilitation and coaching services that engage and support managers and leaders who want to make change happen.



Coaching people to become real change leaders at work and in life

Change Zone Ltd

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A New Way of Seeing

**Coaching
And
Mentoring**

SKILL GYMS

Skill Gyms

Coaching & Mentoring

Skill Gyms are workshops that introduce busy people to the core skills required to be better managers and leaders of themselves and others.

We have facilitators who are qualified and experienced trainers, coaches and consultants, with considerable experience of managing people in public services.

Each Skill Gym is designed to help participants, from any professional or technical background, to learn, practice and embed coaching and mentoring skills into their workplace.

Participants go away better able to create environments for learning, and help (coach) and support (mentor) people to manage their own learning and performance.

Clients can 'pick and mix' topics from the list opposite, or we can design new topics as required.

All Skill Gym participants get a complementary copy of our practical 'Coaching and Mentoring Tool Box'.



"Aha! Now I see what you mean"

Top ic s

Adopt a new way of seeing

Learn how to create space for new possibilities, reframe for new insights and work with different presuppositions, attitudes and beliefs.

Listen with empathy

Learn how to capture and check out messages coming from words and movements, give full attention and compassion in the moment—without judgement.

Question with purpose

Learn when and how to use different types of questions that allow others to reason and reconstruct their own strategies for thought and action.

Make your intentions clear

Learn the rules and moves that bring clarity and focus into conversations by focusing on a desired future and devising the best steps to get there.

Have more influence

Learn how to use language to get action through making offers, promises, declarations, assessments, requests and assertions

Be a powerful observer

Learn how to observe yourself and your relationship with others and when to intervene using well chosen language, emotions and actions.

Address problems with a solutions focus

Learn how to define, explore, act on and review a problem, using force-field, cost-benefit or SWOT analysis to focus on potential solutions.

Build mutual trust and respect

Learn how to build agreement, negotiate, ensure confidentiality by investing in good communication.

Deal with conflict

Learn how not to fear conflict and use it constructively to raise consciousness, knowing when to challenge and support to get a win-win solution.

Reflect and learn

Learn how to make distinctions and interpret experiences so they lead to more positive and productive actions, thoughts and feelings.

Form learning relationships

Learn how values, context, people's dispositions, styles, actions, motives, emotions, social interactions and self-confidence, all impact on the learning and change process.

Change an unhelpful habit

Learn how to act with 'conscious competence' and focus on what works. Use action plans to get results by changing your 'way of being'.

Set CLEAR goals

Learn how to choose how to react and respond to events, how to select SMART objectives and create well-formed outcomes,

Build rapport

Learn how to match, pace and lead to get and hold attention. Use the senses to get connected and know how to build and break rapport.

Give and get feedback

Learn how to accept, interpret, own and use information previously unknown. To facilitate learning and open people up to the possibility of improvement.

NB: Each Skill Gym is a fun workout of practical exercises in basic skills that lasts from 75 minutes to a whole day. You choose how deep you want to go.



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