COACHING FOR SKILLS - PEDAL

Position – set up the coaching session so that both parties understand what is trying to be achieved including:

- Objective
- Agenda
- From where does need for coaching arise
- Why is this skill important?
- What is its place in overall structure?
- What are the benefits of doing it well?

Explain – describe the skill so that your colleague is totally clear as to what it is.

- Emphasise the need for clarity and understanding
- Consider balance of ask v tell

Demonstrate – stage where skill is shown to your colleague.

- Must know what good looks like and be competent.

Assess – Colleague demonstrates the skill to the coach in line with best practice.

- Critically observe and give accurate feedback

Link to role - re-visit where skill sits in the structure, apply to role and emphasise benefits.

- Re-State relevance and sell benefits of using this skill
- Arrange time to observe skill in client call/meeting