

Rightrack ... a little bit of magic

**Motivation & Coaching**  
a 1 day programme



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### Introduction

This 1-day Motivation & Coaching programme looks specifically at how to get the best from other people, whether individually or as a team. The programme content is set in the context of the participant being promoted from within a team and explores the issues of this in relation to motivation.

Belbin Team Roles inventory is used to enable participants to appreciate the different contributions, which are made to a team effort and how to utilise this to achieve the best results. The focus is very much on what can practically be implemented; theories are kept to a minimum.

### Main Features

- Understanding what makes people feel good at work
- Creating a motivational environment
- Using Belbin's Team Roles to understand team capabilities
- What are the ingredients for a high performing team?
- Motivating individuals and building team morale
- Identifying the contribution that individuals bring to the team
- Coaching and supporting others
- Achieving maximum team performance
- Action plans to transfer the learning to get improved results in the workplace

### Key Benefits

- Less down-time in the future with on-the-job learning
- Better performance from the individual and their team
- Improved efficiency and effectiveness
- Increased productivity
- Better alignment of individual objectives to company goals
- Improved use of staff skills and abilities
- Improved individual motivation and team morale
- Stronger, more productive relationships between managers and their team
- Immediate business impact



## Further Detail

- Appreciating the theories around what motivates people
- Exploring how individual motivators impact on work situations
- Using Belbin's Team Roles to understand the contribution that each member could make to the team
- Establishing your own preferred contribution and how to use this to add value to any team of which you are part
- The components of performance achievement
- Understanding and using SMART objectives
- Exploring the ingredients of a successful team
- Exploring and applying Bruce Tuckman's team development principles
- Developing the characteristics of a high performing team
- Evaluating team performance
- Practicing applying the skills and knowledge in teams
- Giving and receiving feedback on performance issues
- The techniques of performance coaching
- Using the GROW model to help others achieve their performance goals
- Coaching teams and individuals
- Practical coaching sessions
- Developing and sharing personal action plans



## Programme Options

This is an in-company programme with the following options:

<b>Available Packages:</b>	<p><b>Ready-to-Go</b> - An 'off-the-shelf' training programme delivered by one of our training specialists at a location of your choice</p> <p><b>Customised</b> - We tailor our ready-to-go programme to meet your needs, including your case studies, your examples and your company specific information. Company branded programmes also available</p> <p><b>Bespoke</b> - We research, design and deliver the programme specifically for your needs</p>
<b>Duration:</b>	1 day
<b>Materials:</b>	Folder, workbook, handouts, pen and certificate of attendance
<b>Support:</b>	<p><b>Research</b> - Pre-programme research visit or telephone discussion</p> <p><b>Administration</b> - Printing and packaging of delegate materials and liaison with your chosen venue for programme arrangements. Additional administration options available</p> <p><b>Evaluation</b> - Post-programme evaluation and a consultant's report providing feedback on the programme</p> <p><b>Righttrack Membership</b> - Lifetime on-line post-programme support via our dedicated delegate website and access to the training consultant who will answer any questions relating to the programme</p>
<b>Dates &amp; Location:</b>	To suit you
<b>Delegates:</b>	Up to 12 people
<b>Style:</b>	Righttrack programmes are energetic, exciting and highly participative, which create an impact and motivate participants to learn and embrace change
<b>Learning Methods:</b>	We utilise a blend of learning methods: practice sessions, group workshops, scenario-driven learning, assignments, self managed learning, shared group learning, accelerated learning and structured group learning

