



Elsabé Manning

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COACHING FOR TEENS AND YOUNG ADULTS

What is coaching?

Coaching is a partnership between a coach and an individual or team/group that supports the achievement of extraordinary results, based on goals set by the group or individual. Through the process of coaching, individuals focus on the skills and actions needed to successfully produce their personally relevant results.

Through the coaching process the clarity that is needed to support the most effective actions is achieved.

Coaching accelerates progress by providing greater focus and awareness of possibilities leading to more effective choices. Coaching focuses on the student's needs and desires and capitalises on their willingness to take the necessary action in order to live their best life.

PERFORMANCE EXCELLENCE was designed by Elsabé Manning to develop high performance behaviours in individuals and to align their thoughts, words and actions to their personal goals and objectives.

PERFORMANCE EXCELLENCE is a holistic programme, specifically developed to empower students and young adults to become more accountable and more effective through self-leadership and self-management.

THE ROLE OF THE COACH:

1. To engage the student in conversation utilising specific communications skills and questioning techniques to lead to answers, new possibilities, resolutions, decisions and insights.
2. To provide objective assessment and observations that foster the student's enhanced self-awareness and awareness of others; practice astute listening in order to garner a full understanding of their circumstances.
3. Be a sounding board in support of possibility thinking and thoughtful planning and decision making.
4. Identify and champion opportunities and potential.
5. Encourage, stretch, challenge and commensurate with personal strengths and aspirations.
6. Foster the shifts in thinking that reveal fresh perspectives.
7. Challenge blind spots in order to illuminate new possibilities.
8. Support the creation of alternative scenarios.
9. Maintain professional boundaries in the coaching relationship, including confidentiality, and adheres to the coaching profession's code of ethics.

OUTCOMES

1. Accountability, self-management and self-leadership
2. Improved emotional intelligence
3. Express personal needs, wishes, goals and objectives
4. Mission statement
5. Identify personal values and principles
6. Set and attain goals in all aspects of the student's life
7. Write and follow a personal performance plan
8. Identify and overcome obstacles
9. Develop high performance behaviours for academic excellence
10. Time management skills
11. Professionalism/Business Etiquette/Work readiness