



LEARNING PROGRAMME COACHING

CALL 0345 071 2801 or
EMAIL enquiries@hemsleyfraser.co.uk
to find out more and to discuss your
requirements and pricing.



WHAT IS IT?

The majority of learning programmes are about shifting mindset or behaviour, as well as building skills and knowledge. So, the learning needs to go further than understanding, into action – it needs to be embedded.

Learning programme coaching supports and challenges learners to fully engage with programme content and to apply it within their own context.



WHO IS IT FOR?

Any learners requiring a behaviour and/or a mindset shift. For example:

- **Becoming a manager**
- **Becoming a manager of managers**
- **Presentation skills**
- **Manager as coach**
- **Strategic thinking**
- **Business acumen**
- **Negotiation skills**
- **Sales skills**



WHY USE IT?

Learning programmes are a significant business investment. This coaching helps maximise the impact of programmes by building:

- **Learner readiness**
- **Sense-making between modules**
- **Personalised action planning**

Learning needs to excite, engage and embed – and coaching can accelerate all of these.



HOW IT WORKS

This type of coaching can be used as part of a blended learning journey. There are four timing options – as shown here.



1. Primer

Ready to learn.
Into the frame of mind to gain most from the programme.



2. Applying real time

Pause and apply learning to real and present challenges.



3. Ready steady go

Taking learning back to the job – planning implementation.



4. Embed and reinforce

Three months later - what's going well, tricky, what next?

A 1:1 session is 60 minutes; group sessions are 90 minutes.

In a safe environment, participants pause and actively reflect on how things are going, address challenges they are facing, and make firm commitments or plans.

The coaching can be directly related to the content of the programme or be more holistic – depending on the nature of the programme.



OPTIONS

Small group (4-6 people) or 1:1 sessions.



PRICE

Contact us for details.