



The Synergy Between Coaching and Training



What is your primary Role? (Poll)

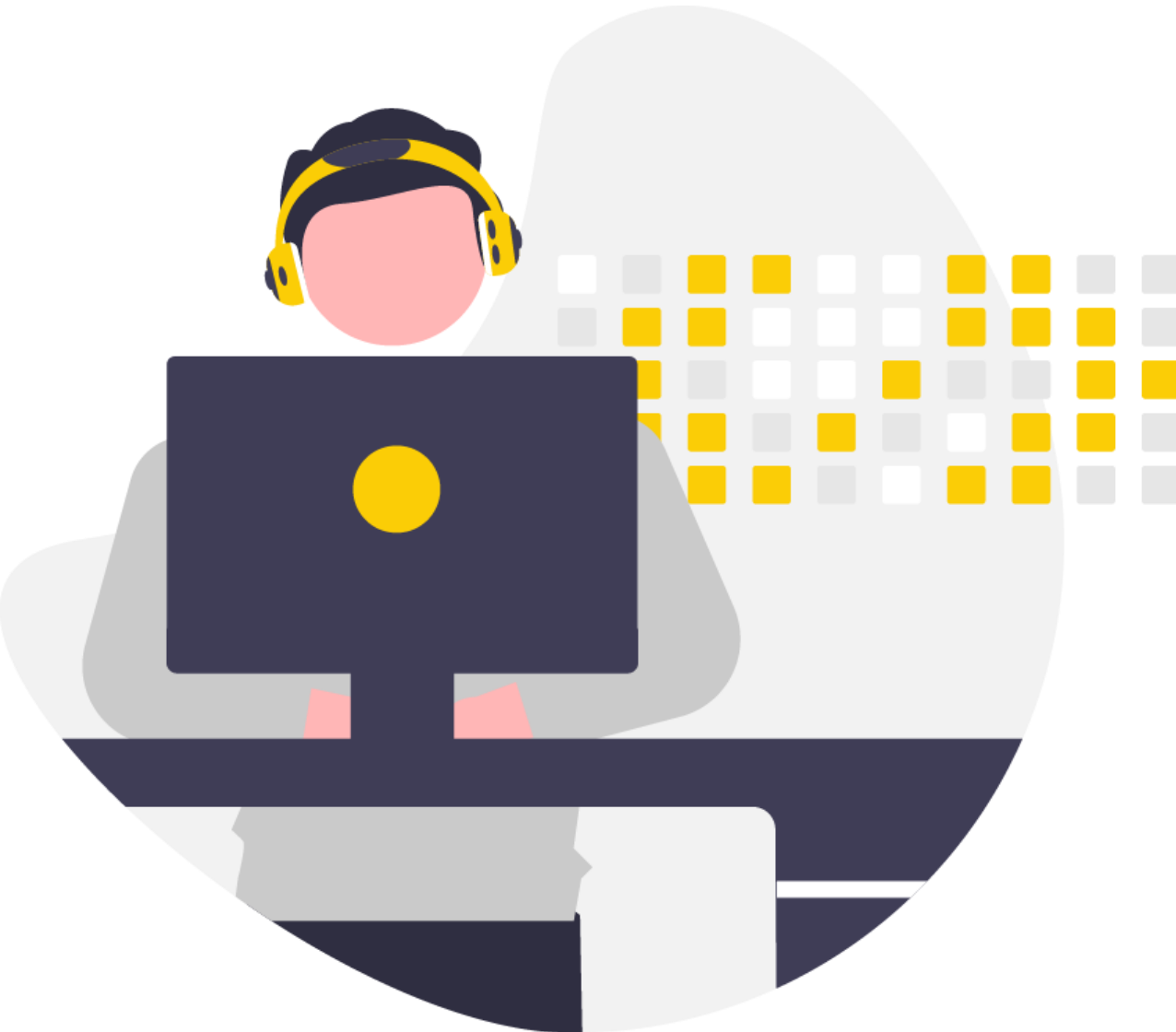
- Trainer
- Coach
- Manager
- Other

Content and Objectives

Content

Objectives

- | | |
|---|--|
| <ul style="list-style-type: none">• Coaching vs. Training: key differences & complementary roles | <ul style="list-style-type: none">• Explain the differences between coaching and training and how they complement each other |
| <ul style="list-style-type: none">• Techniques for integrating coaching into training programs | <ul style="list-style-type: none">• Recognize techniques for integrating coaching into training |
| <ul style="list-style-type: none">• Strategies for reinforcing and sustaining skills through coaching | <ul style="list-style-type: none">• List strategies for reinforcing and sustaining skills through coaching |



Norms of Engagement

- Bring a positive mood
- Come with an open mind
- Be ready to share so everyone learns
- Raise your hand if you want to speak



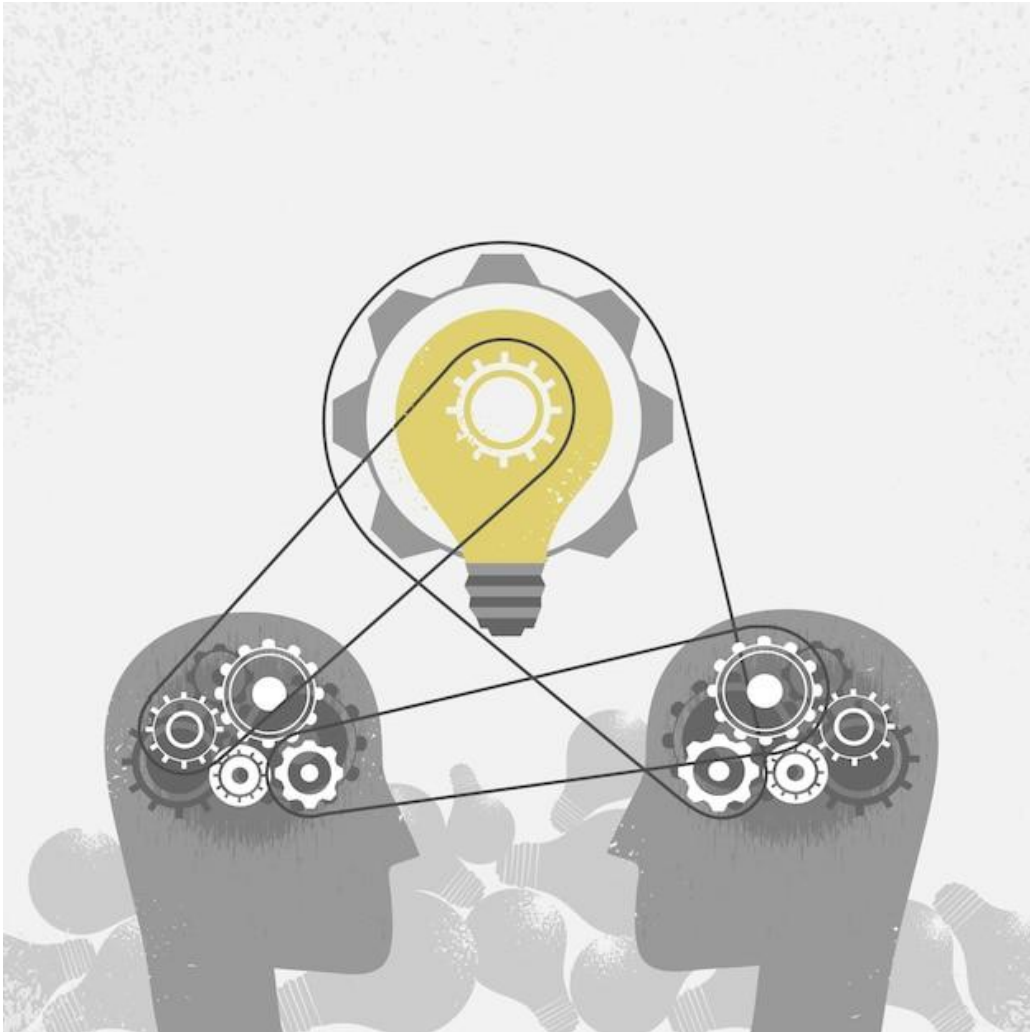
What is Synergy?



Which of the following reflects synergy? (Poll)

- $0 + 1 = 1$
- $1 + 1 = 2$
- $1 + 2 = 3$
- $2 + 3 = 7$

What is Synergy?



"Synergy" is defined as the combined effect achieved by the interaction of multiple elements, which produces a result greater than the sum of their individual effects.



What is:

- **Coaching?**
- **Training?**

What is Coaching?



Coaching is **unlocking people's potential to maximise their own performance**. It is helping them to learn rather than teaching them – Sir John Whitmore

What is Training?



Training is a process that helps employees improve their performance and career growth by acquiring **specific knowledge** and skills for a **specific job or task**.



Differences between Coaching and Training



**What are some
differences between
coaching and
training?**

Differences between Coaching and Training?

	Training	Coaching
Focus	Aptitude	Attitude
Structure	Typically follows a pre-set curriculum	Can incorporate more flexibility
Approach	More directive, Trainer-led	More collaborative & driven by open-ended questions
Outcomes	Measured in knowledge or skills acquired	Measured in behavioral change and self-discovery



How Coaching Complements Training

Synergy of Coaching and Training

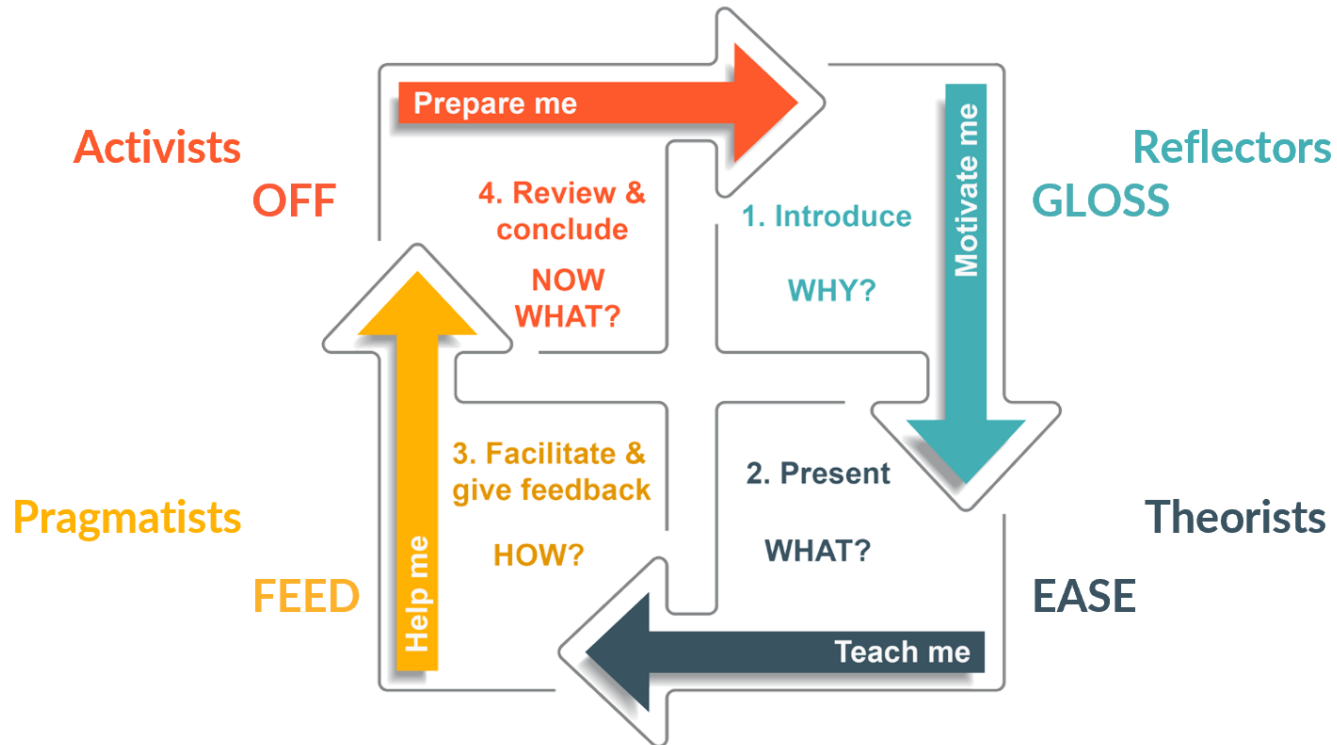


When coaching and training are combined, they create a dynamic approach to development, enhancing both immediate skill acquisition and long-term application.



IFC's Learning Cycle Elements that are applied in Coaching

Learning Cycle Elements



What is the importance of each of the following elements in training?

- GLOSS
- EASE
- FEED
- OFF

Learning Cycle Elements

	Coaching	Training
GLOSS	Coachee determines goals	Trainer determines goals
EASE	Coachee shares real world application for them	Examples or Case Studies shared
FEED	Coachee shares what they can do	Trainer shares what participants can do
OFF	Resources and contact shared	Resources and contact shared



Techniques for Integrating **Coaching** into **Training** Programs

Pre-Training Coaching Session



Align participants' goals with
the training objectives

Post-Training Coaching for Reinforcement and Application



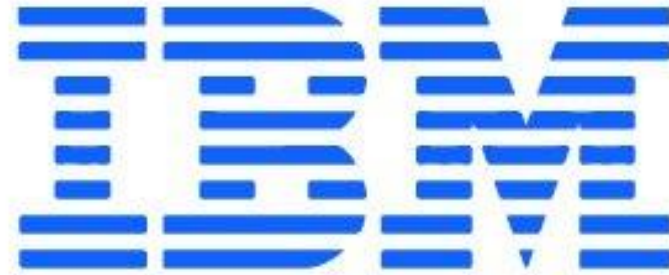
Coaches work with participants to reinforce newly acquired skills through practical application

Blended Learning: Integrating Coaching Touchpoints Within Training Programs



This approach incorporates short coaching touchpoints within a training program.

Case Study





Practical Strategies for Sustaining Skill Development Through Coaching



How do you currently ensure that the skills you develop are effectively applied in real-world settings?

Practical Strategies for Sustaining Skill Development Through Coaching



- Reflection and self-assessment with structured coaching support
- Group coaching and peer accountability circles
- Milestone-based coaching for tracking progress and motivation

Reflection and Self-Assessment with Structured Coaching Support



Integrate reflection and self-assessment exercises into coaching sessions, encouraging employees to evaluate their strengths, challenges, and areas of improvement.

Group Coaching and Peer Accountability Circles



Set up group coaching sessions or peer accountability circles to foster a collaborative environment.

Milestone-Based Coaching for Tracking Progress and Motivation



Set milestones for skill application with periodic coaching sessions to evaluate progress toward each milestone.

Activity



Think about a recent skill or knowledge area you learned through a training session. How might having a coach to support your development have helped you apply or retain this skill better?

Conclusion



Training gives us the tools and knowledge needed to succeed, while **coaching** gives us the confidence, adaptability, and resilience to apply these skills in ways that lead to real, lasting change.



Questions & Answers

Content and Objectives Revisited

Content

- Coaching vs. Training: key differences & complementary roles
- Techniques for integrating coaching into training programs
- Strategies for reinforcing and sustaining skills through coaching

Objectives

- Explain the differences between coaching and training and how they complement
- Recognize techniques for integrating coaching into training
- List strategies for reinforcing and sustaining skills through coaching



**What has been your
key takeaway from
the session?**

Upcoming Programme



Become a Certified Coach

Accredited by the International Coaching Federation (ICF)

Benefits

- ✓ Develop and improve leadership skills
- ✓ Fastrack personal and professional development
- ✓ Gain financial independence
- ✓ Coach from any location

Next Course
17 November 2024

SCAN TO ENROL



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Thank You!!!