

Effective Coaching for Workplace Trainers

*Engage, Energise and Enhance Employee Performance through
Effective Workplace Coaching!*

National Centre of Excellence for Workplace Learning

Nanyang Polytechnic Block D1, Level 4
180 Ang Mo Kio Avenue 8 Singapore (569830)

Duration: 9 am – 5 pm (Two-day programme)

- 21 – 22 Jul 2021
- 20 – 21 Sep 2021
- 15 – 16 Nov 2021
- 16 – 17 Aug 2021
- 11 – 12 Oct 2021
- 20 – 21 Dec 2021

Total Programme Fee (inclusive of prevailing GST):	\$952.30
Singapore Permanent Resident (After 70% subsidy):	\$285.69
Singapore Citizen < 40 years old (After 70% subsidy):	\$285.69
Singapore Citizen ≥ 40 years old (After 90% subsidy):	\$107.69
Singapore Citizen & PR under SME (After 90% subsidy):	\$107.69

► Key benefits from attending the programme

This training programme will help learners develop the skills and knowledge required to be an effective coach for workplace learning. Workplace coaches attending will learn how to use effective coaching methods to engage employees to identify performance gaps, address learning barriers and employ effective learning strategies to reach for optimum performance.

Learning Outcomes

- Identify objectives of workplace coaching
- Develop a workplace coaching plan
- Conduct coaching using cognitive apprenticeship tools drawn from established European models as well as using other effective coaching approaches
- Identify the roles and responsibilities of workplace coaches and prepare a safe space for coaching
- Demonstrate effective communication and feedback techniques when coaching
- Manage challenges in delivering workplace coaching
- Adjust workplace coaching strategies and learning solutions according to needs of learners



Who should attend?

Managers, Supervisors, Team Leaders, Trainers, Coaches, Mentors and Programme Managers involved in Work-Study Programmes who aspire to be effective workplace learning coaches and help enhance skills and knowledge of employees.

Given safety concerns arising from the COVID-19 situation, all training programmes are currently scheduled to be held virtually, in a **synchronised e-learning mode**. This may be subject to changes (to classroom-based training with social distance) based on guidelines from SkillsFuture Singapore and we will keep you informed on our website.

The health and well-being of our learners are our top priority. This principle has guided all our decisions as we continue to respond to the current outbreak.



Contact NACE:

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-  www.nace.edu.sg

Other NACE Programmes

Workplace Learning Blueprint Development

- A two-day programme to build skills to develop OJT blueprints for different types of job roles using Skills Framework
- Incorporate the needs of different stakeholders when developing OJT blueprints and make appropriate adjustments
- Assess OJT blueprints against identified competencies

Training Needs and Skills Gap Analysis

- Understand the elements involved in a Training Needs Analysis (TNA)
- Identify the skills and competencies required in job roles using Skills Framework and other recognised skills frameworks to all stakeholders
- Conduct TNA and skills gap analysis and provide recommendations to close performance gaps

Mentoring for the Workplace

- Understand the benefits and challenges of workplace mentoring
- Use appropriate types and models of mentoring and deploy the different mentoring tools
- Conduct the different phases of the mentoring process – Preparation, Negotiation, Enabling and Closing

Consultancy Services

NACE has developed our programmes and consultancy approach in collaboration with the Swiss Federal Institute for Vocational Education and Training (SFIVET), and the German Chamber of Industry & Commerce (IHK Akademie).

NACE provides the following Workplace Learning consulting services:

- **OJT Blueprint Development**
- **Skills Gap Analysis**
- **Implementing Workplace Learning**

Funding is available for companies that want to embark on Workplace Learning consultancy services provided by NACE.

NACE Training Calendar July – December 2021

Programmes	Jul 2021	Aug 2021	Sep 2021	Oct 2021	Nov 2021	Dec 2021
Workplace Learning Blueprint Development	5 – 6	2 – 3	8 – 9	4 – 5	1 – 2	6 – 7
Training Needs and Skills Gap Analysis	12 – 13	11 – 12	13 – 14	7 – 8	18 – 19	13 – 14
Effective Coaching for Workplace Trainers	21 – 22	16 – 17	20 – 21	11 – 12	15 – 16	20 – 21
Mentoring for the Workplace	28 – 29	25 – 26	22 – 23	20 – 21	17 – 18	1 – 2

What does the National Centre of Excellence for Workplace Learning (NACE) offer?

- *Public and in-house training programmes on workplace learning*
- *Customised solutions to develop in-house workplace learning capabilities*
- *Learning journeys to gain insights into good practices on workplace learning*
- *National Workplace Learning Certification to recognise organisations with strong workplace learning culture*

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