



High Performance Coaching

How Your Organization Will Benefit

When you implement High Performance Coaching, your organization will benefit from:

- A management team skilled at identifying—and efficiently addressing—gaps in team performance
- Increased productivity through coaching efforts focused on high-priority performance issues
- Greater employee retention by providing team members with the kind of individual coaching and support that ensures their job satisfaction and long-term success
- Higher morale through motivational efforts tailored to individual team members' personal and professional goals
- A management team equipped with the skills needed to break through performance obstacles and foster an environment of ongoing improvement
- A highly motivational work environment that inspires team members to consistently achieve individual and organizational goals

Program Highlights

During this highly interactive workshop, participants will learn to:

- Create a motivational environment that fosters a spirit of continual improvement
- Use a collaborative approach to observe and pinpoint opportunities for performance improvement
- Conduct effective on-the-spot coaching to enhance or redirect efforts as the opportunity presents itself
- Set clear expectations about what needs to be accomplished and how it will enhance team member performance
- Pave the way for a productive coaching conversation by selecting an appropriate time and place for discussion
- Identify professional development strategies critical to retaining and ensuring ongoing success of team members
- Manage different perspectives to ensure ongoing progress and success of a coaching conversation
- Identify and align with team members' drivers—achievement, affiliation, and influence—to more effectively motivate performance improvement
- Align feedback with the preferred learning style of each team member to ensure coaching efforts are met with a commitment and willingness to improve
- Monitor team members' progress toward objectives by providing support and guidance as needed
- Develop a personal coaching improvement plan to ensure an ongoing commitment to coaching

How Learning Takes Place

High Performance Coaching offers a comprehensive approach to improving coaching and therefore team performance. The program ensures that participants master the skills and concepts presented by employing a variety of interactive training methods:

- A prework assignment to set the stage for a successful learning experience
- Short readings to familiarize participants with program skills and concepts
- Applications exercises to enhance participants' understanding of how to apply program skills to coaching situations
- Video and audio to illustrate skill use in realistic coaching situations
- Discussion to explore ideas and share best practices
- Group exercises to reinforce skill use
- Case studies and role plays to apply program concepts and skills to real-world situations
- Practice exercises to allow participants to practice and evaluate their skill use in realistic coaching interactions