

# Coaching for Performance



## Challenging how you perform

### Coaching for Managers - The Facts

Our program is a highly interactive workshop, filled with practical skills for managers that they can employ in their workplace immediately in a variety of situations, including managing performance, career planning and on the job training. The program provides managers with the many skills required to be an effective coach, to 'wear the hat' of a mentor, manager, personal trainer and sports coach all in the same conversation.

#### Learning Outcomes

- Understanding the Coaching Model
- Putting the Coaching Model into action
- Develop essential skills and techniques of a Good Coach
- Communicating Effectively, Asking not Telling
- Understanding the impact of effective feedback
- Strategies for Managing and Coping with Difficult Situations
- Using Coaching to Manage Performance
- Develop a Personal Action Plan



### Coaching for Employees - The Facts

Coaching is a powerful alliance between two people that produces exceptional results. Coaching is not another 'how to' course. Our coaches work one-on-one so the work is targeted and focused to the client's needs, to ensure new skills and habits are developed. Our coaches help set goals, provide feedback, perspective, encouragement and new ways of tackling situations and setting sights on new horizons.

We focus on three areas with our clients:

#### 1. Strategic leadership development

- Preparing future leaders by targeting specific employees with leadership potential and developing their leadership skills to ensure they can reach and maintain peak performance

#### 2. Performance enhancement

- Facilitating employee development in their current role by enhancing areas of success and working towards specific goals for accelerated performance success

#### 3. Remediation - skill development

- Building employee functioning to required levels by addressing specific work related issues and development of expected competencies

**Challenge**

**Cultivate**

**Change**

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