

High Performance Coaching



• Participant Workbook •

01

We start with your
Personal Assessments

02

Apply the
McKinsey G.R.O.W. Model

03

Advance your best
LEAD or SELL action ideas.



THE G.R.O.W. MODEL WHAT TO EXPECT

Seven coaching conversations, with pre & post play

1	TRUTH	Personal Assessment Discussion	Confronting your truth
2	G OALS	Actions & Outcomes - MVP Lists	Set D.U.M.B. Goals
3	R EALITY	Progress & Experience around G.R.O.W. Model	What's stopping you?
4	O PTIONS	Doing the Right Things Right - MVP List Review	Energy Management
5	W ILL	Going Deeper on the G.R.O.W. Model	Personal Commitment
6	MEASURE	Measurement & Accountability	Personal KPIs
7	ADVANCE	Capstone Discussion - Next Steps	What's Next?



G = Goal

To begin, agree with your direct on what the performance goal is to be achieved. 'Agree' is the important word here - getting buy-in is imperative from the outset. Open-ended questions are crucial throughout the review - at this stage, a good question to ask is, 'What would success look like to you?'.

NOTES

What do you want to achieve from this coaching session?

What goal do you want to achieve?

What would you like to happen with _____?

What do you really want?

What would be most helpful for you to take away from the discussion?





R = Reality

Review where current performance is now and what actions contribute to this reality - 'Talk to me about what's happening now'...

NOTES

What is happening now (what, who, when, and how often)? What is the effect or result of this?

How would you describe what you did?

Where are you now in relation to your goal?

On a scale of one to ten, where are you?

What are the major concerns or constraints moving forward?



O = Options

How can the agreed goal be achieved - 'What barriers are you facing currently?'...'What other approaches could you take?'...

NOTES

What are your options?

What do you think you need to do next?

What could be your first step?

What do you think you need to do to get a better result (or closer to your goal)?

What if....budget were not a factor? ...you had more staff? ...you had a magic wand and could do anything you wanted?

W = Way Forward / Will do

This offers the opportunity to wrap up and agree next steps. Ensure that the next steps are realistic and actionable, otherwise, the session will have been a waste of everyone's time.

NOTES

How are going to go about it?

What do you think you need to do right now?

How will you know when you have done it?

Is there anything else you can do?



We envisage a world where people are recruited to, and developed through Joyful Jobs for Life
with Profit and Joy shared amongst all Engaged Stakeholders