

THE ART AND SCIENCE OF PERFORMANCE COACHING

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What does it take to drive stronger performance and accountability among your team members? Leaders realize that giving people the answers or telling them what to do might produce short-term wins, but - often times - these individuals revert back to the same patterns of behavior that held them back originally.

Leaders need to do less telling and more coaching! Coaching is what changes an individual's awareness. Coaching is what changes their performance, and it puts accountability right back where it belongs. There is an art and science to coaching and it requires you to use both your head and heart. The best coaches often lead the best teams. These leaders know how to have empathy without removing responsibility, and their questions empower individuals to think differently.

This workshop will have leaders explore the fundamentals of effective coaching, apply the skills learned, and receive personalized coaching feedback.

“ We are seeing and hearing all types of positive results 30 days after your session about managers leading not only in the right direction, but in the right way. I'd highly recommend this workshop to any organization. ”

- Matthew Parry, Director of People Development



PROGRAM OBJECTIVES

- Define the difference between coaching, feedback, mentoring
- Understand how your presence impacts your coaching
- Ask empowering questions that raise self-awareness
- Identify the three different levels of listening
- Acknowledge/validate one's experience to build trust
- Apply the GROW coaching model to move someone forward
- Receive personalized coaching feedback over your coaching

PROGRAM LOGISTICS



TIMING OF PROGRAM

Full-Day Leadership Workshop



SUPPORTING MATERIALS

All participants will complete a learning map
Multiple job aids provided throughout the workshop
Participants receive personalized coaching feedback



EMOTIONAL INTELLIGENCE COMPETENCIES TARGETED

Emotional Self-Awareness | Emotional Expression
Impulse Control | Interpersonal Relationships