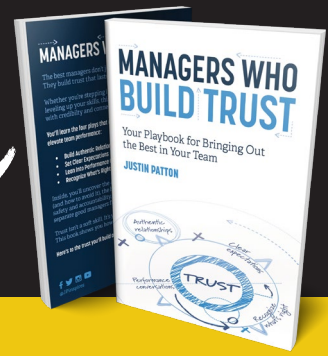


# Coaching for Performance



COACHING WITH HEAD AND HEART

## WORKSHOP DESCRIPTION

**The best leaders don't have all the answers. They ask better questions.**

Telling people what to do might solve today's problem. But it creates tomorrow's dependency. When a manager coaches instead of directs, something shifts. People start thinking for themselves. They own their decisions. They show up accountable instead of waiting to be told what to do next.

That's what this workshop builds.

Coaching for Performance is a foundational coaching skills workshop for leaders who want to drive stronger awareness and accountability on their teams. This isn't about becoming a professional coach. It's about learning to ask the questions that change how people think and how they perform.

Led by Justin Patton, a credentialed PCC coach with the International Coach Federation, this workshop gives managers the mindset, language, and live practice to coach more effectively in the everyday moments that matter. The feedback conversations. The performance gaps. The team member who keeps hitting the same wall.

Because the managers who ask better questions build the teams that think better. And the teams that think better don't need to be told what to do. They already know.

## PROGRAM OBJECTIVES

- ✓ Recognize when to coach, when to give feedback, when to mentor, and when to refer
- ✓ Identify how your body language and presence either open people up or shut them down
- ✓ Ask questions that shift someone from stuck and reactive to thinking clearly and taking ownership
- ✓ Demonstrate acknowledgment skills that make people feel heard before they're willing to move forward
- ✓ Practice a real coaching conversation and receive specific, actionable feedback

## TESTIMONIAL OF PROGRAM

"The impact Justin has made to our leadership team is one that will last a lifetime. Worth every dollar."

**PAIGE ROELSE**, *Senior Communications Specialist at Corewell*

