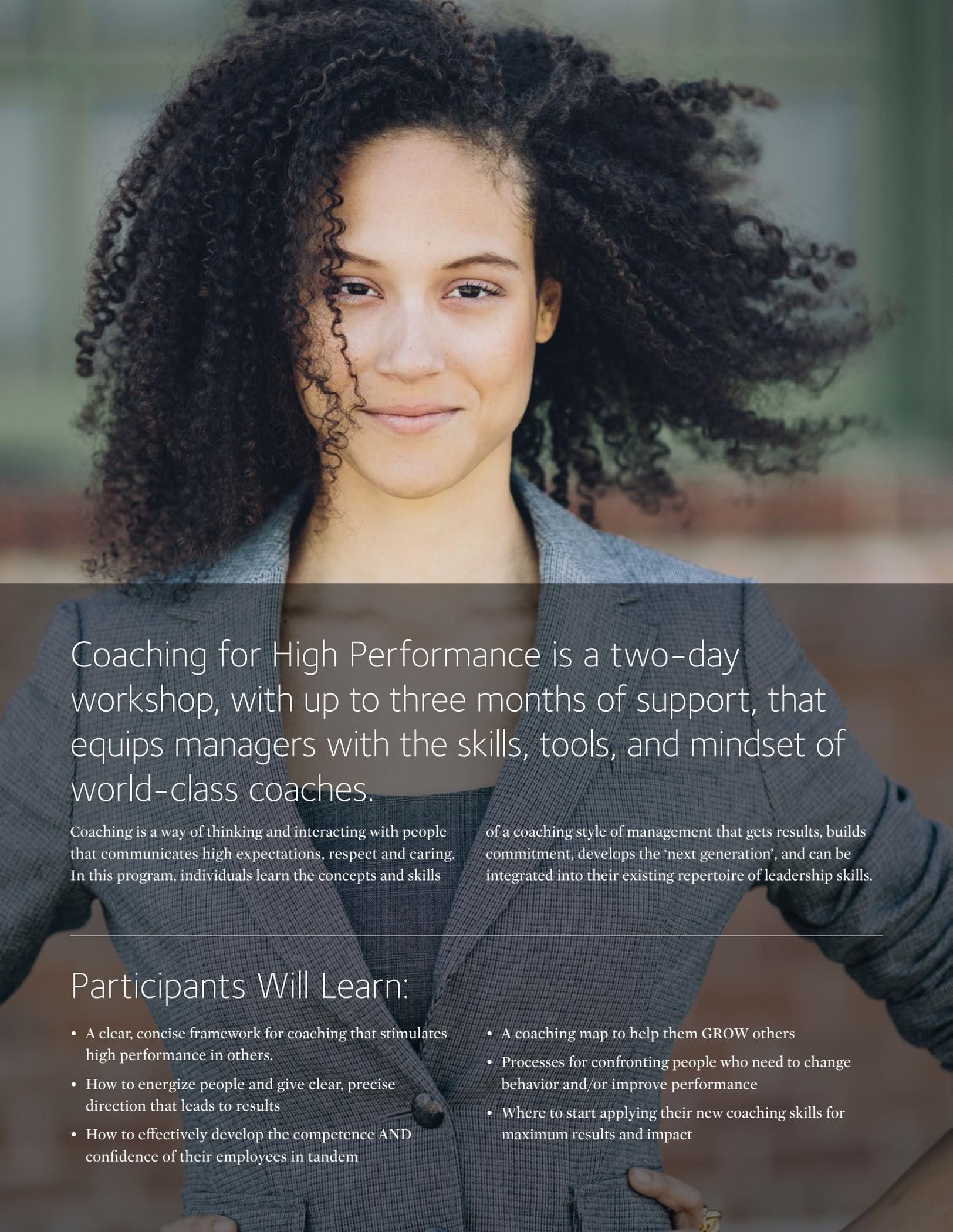


COACHING FOR HIGH PERFORMANCE



A practical program for managers who need to deliver results, build committed teams, and develop the next generation of leaders.

A woman with voluminous, dark curly hair is wearing a grey blazer over a dark top. She is looking directly at the camera with a slight smile. The background is a soft, out-of-focus outdoor setting.

Coaching for High Performance is a two-day workshop, with up to three months of support, that equips managers with the skills, tools, and mindset of world-class coaches.

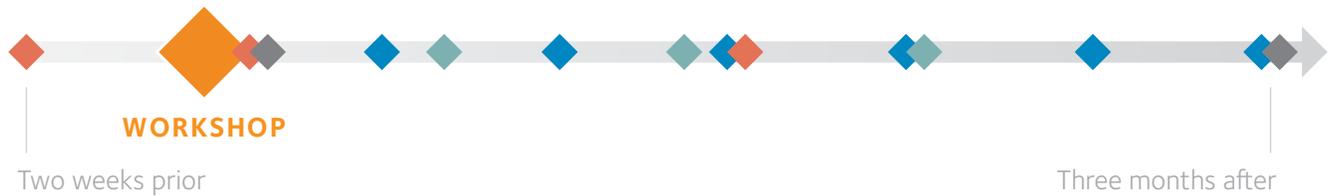
Coaching is a way of thinking and interacting with people that communicates high expectations, respect and caring. In this program, individuals learn the concepts and skills

of a coaching style of management that gets results, builds commitment, develops the 'next generation', and can be integrated into their existing repertoire of leadership skills.

Participants Will Learn:

- A clear, concise framework for coaching that stimulates high performance in others.
- How to energize people and give clear, precise direction that leads to results
- How to effectively develop the competence AND confidence of their employees in tandem
- A coaching map to help them GROW others
- Processes for confronting people who need to change behavior and/or improve performance
- Where to start applying their new coaching skills for maximum results and impact

The Coaching For High Performance program is made up of five major elements, which combine to provide a consistent drumbeat of teaching, support, feedback, and accountability.



WORKSHOP

A highly participative 2-day workshop with an expert facilitator focused on a practical framework for coaching.

TRAINER AS PARTNER

A structured action planning process, with a 1-to-1 accountability call with the workshop facilitator 3 months out.

COACHING COMPANION

Online support and reinforcement for the tools learned in the workshop, delivered via email for three months following the workshop.

MANAGER AS ALLY

A structured set of support materials to engage participants' managers in reinforcing good coaching through three conversations around the workshop.

PEER COACHING

A proprietary process that provides participants with the structure they need to set up coaching partnerships that lead to greater learning transfer.

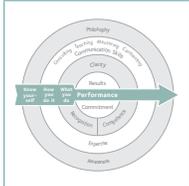
Most training doesn't stick—ours does. The Coaching For High Performance program has been carefully designed around the four key requirements for sustained behaviour change.

1. Supply of new skills and practical tools
2. 'Pull' from managers and the broader organization to apply the skills and tools
3. Practice in applying the new tools, with impartial coaching to learn from mistakes
4. Support from peers who are applying the skills in the same environment and in the face of the same challenges

High quality, practical tools: the heart of the program

Any program, no matter how sophisticated the design or how skilled the facilitator, is ultimately only as effective as the ideas and tools that underpin it. The toolkit introduced in the Coaching For High Performance workshop is the

same one we have used to help Olympic coaches and their athletes win over 50 medals, and has been honed over 20 years of work in applying coaching skills to business.



COACHING DIAGNOSTIC

A quick 'on the fly' diagnostic for establishing where to start as a coach in any given situation.



GROW PROCESS

A structured coaching process to reliably move from Goals to Action Plans, based around asking effective questions.



BID FOR IMPROVEMENT

A framework for giving clear, precise feedback that leads to results.



CHALLENGING CONVERSATIONS MAP

A clear map for harnessing the positive aspects of situations where confronting is required.

Over 20,000 managers have graduated from the Coaching For High Performance program around the world—and their feedback speaks volumes.

99.3%

*would recommend the course
to others*

98.4%

*are confident they will be able
to apply what they learned*

Built-in manager and trainer support (and accountability) significantly increases 'pull-through' back to the work-place.

MANAGER AS ALLY

The Manager As Ally program provides the managers of program participants with conversation guides, instructional videos, and timely reminder e-mails for three discrete coaching conversations to support their direct reports in applying new coaching skills and tools.

TRAINER AS PARTNER

The Trainer As Partner program begins with the creation of a 3-month action plan in the workshop. The plan is reviewed by the trainer, who sends tips following the workshop. Finally, each participant has a 15-20 minute accountability call with the trainer to review progress and challenges at the three month mark.

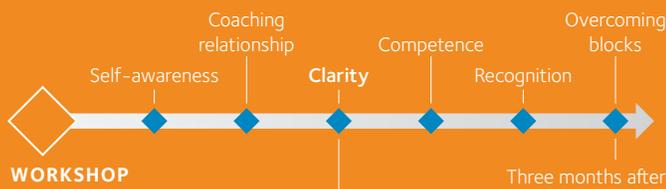
PEER COACHING

At the end of the workshop, participants are provided with a peer coaching template and guided through a process with their partner to set up a 2-month peer coaching schedule—complete with timelines, topics, and a method for connecting with each other. At each of the three meetings they schedule, coachees are encouraged to set the agenda by telling the coach the questions they wish to be asked about their progress.

The Coaching Companion provides 3 months of support following the workshop, delivered via email.

COACHING COMPANION

Participants are given specific homework in applying each of the core skill sets of the Coaching For High Performance model, guided in reflecting on their application, and provided with additional resources for deepening their development.



A coach by your side—and a 5-star dinner ahead

Participants who stick with the **Coaching Companion** process for all three months are entered into a draw for a seat at Canoe Restaurant with the Performance Coaching team and a world-class coach or athlete during our annual client appreciation event.



Participants emerge confident and ready to coach.

“I now have greater structure to rely on as a new department head. I feel much more confident in my ability to lead and facilitate growth.”

— *Manager, Financial Services*

“Excellent presentation by an outstanding coach. The content was clear, concise and easily applicable in my work and family environment.”

— *Manager*

“I found 3 specific ideas that I will start applying next week.”

— *Manager*

“Good practical advice that can be used tomorrow”

— *Manager*

Organizations reap significant performance and engagement benefits.

“Performance Coaching has a unique combination of expertise and experience that our leaders at Hydro One find both engaging and practical. They connect and follow through with our people in ways that ensure they are able to apply new skills and ideas right away.”

— *Cedric Stevenson*
Director, Talent Management
Hydro One

“Coaching for High Performance is a core leadership development program offered to all people leaders at Medavie Blue Cross. Our participants leave the program enthusiastic and engaged to apply practical tools that support them in day to day coaching conversations with their colleagues.”

— *Gillian Gray*
Director, Human Resources and Organizational Development
Medavie Blue Cross

“I’ve gone through Coaching For High Performance as a participant, I’ve brought the program into my organization for myself and my team, and I’ve even been certified myself as a trainer so I can continue sharing this practical and effective set of tools more broadly in our organization. Simply put, this is one of the most effective programs in the market for ‘upping your game’ as a manager and as a developer of people, and is a key strategy in helping us achieve our financial objectives. Our organization is producing better leaders, more committed performers, and increased results—and Coaching For High Performance is one of the key reasons.”

— *Jim Agnew*
Senior Business Director, Road Service & Parts
Johnston Equipment

99.3% of participants would recommend our programs—but we measure success in terms of impact, not just feedback forms.

As an optional component, you’ll receive an anonymous but detailed impact report on the successes and challenges of the participants’ coaching action plans. This includes a data-driven view of the

progress made in adopting coaching behaviors—and, most importantly, in achieving improved results and levels of commitment.



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Performance Coaching Inc. focuses relentlessly on enabling exceptional performance under pressure.

WE APPROACH PERFORMANCE UNDER PRESSURE FROM TWO SIDES.

Self-management skills and tools for individuals to improve their ability to perform under pressure, and skills and tools for coaches and manager-coaches to support others in achieving ever higher levels of performance under pressure.

WE OPERATE IN TWO ARENAS: ELITE SPORT AND BUSINESS.

Our founder, Peter Jensen, has helped over 70 Olympic medalists perform at their best under pressure and all of our full-time trainers work in business and prepare elite athletes for competition. What we learn in the sports 'laboratory' is constantly applied to our work in business.

FOR MORE INFORMATION

1-800-513-0945

www.performancecoaching.ca

info@performancecoaching.ca



**PERFORMANCE
COACHING**