



COACHING FOR HIGH PERFORMANCE

Inspire a Commitment to High Performance

Coaches are leaders who do all they can to help people improve and succeed. It 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 builds commitment, drives employee engagement, gets results, and can be integrated into their existing repertoire of leadership skills.

This workshop focuses on the why and how of coaching. A practical, easy-to-use-coaching model is provided that outlines the knowledge and tools to make coaching work for your organization, and gives participants the chance to use the model in a real coaching situation.

Who will benefit?

Anyone who requires the skills to build commitment and achieve results in an organization today, specifically:

- Leaders in organizations where the bar is constantly being raised while resources and personnel are being reduced
- Front line supervisors who are directly responsible for the specific performance level of their workers
- Senior managers who have been trusted with the mentoring mantle in their organization
- Executives/managers who may not have direct day-to-day contact with their people, but want to have a direct impact on performance and results

“ The course was outstanding. It took concepts that I had already learned and allowed me to see them and use them in a much more practical way.”

– workshop participant



What will participants learn?

The *Coaching for High Performance* workshop is grounded in theory, but focuses on practical application. In the first part of the program participants are guided through Performance Coaching's intuitive coaching model through a combination of lecture and participative learning. This section outlines:

- 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.

The second portion of the program focuses on implementing the model in real coaching situations. Participants will emerge with:

- A specific action plan for enhancing personal effectiveness as a coach
- A coaching map to help them GROW others
- Processes for confronting people who need to change behavior and/or improve performance
- Direction on where to start applying their new coaching skills for maximum results and impact

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

– workshop participant

What will participants take with them?

All of the workshop support materials are designed for use outside of the course – both to reinforce concepts, and facilitate action.

- 1. Student workbook:** The workbook is divided into 3 distinct sections. The first section contains enhanced copies of the overheads used by the instructor. The second section comprises exercises the students will use during the session and back at the office. The third section contains in-depth reference material including full explanations of the overhead slides. The workbook has been designed so that participants can listen and absorb the dialogue in class without being required to take detailed notes.
- 2. The *Coaching for High Performance* 2-CD set:** This CD set captures the vital elements of the *Coaching for High Performance* Workshop and allows students to review the key components of coaching whenever they want.
- 3. GROW card:** The learning doesn't stop when the workshop ends. To reinforce the skills and help implement the new coaching techniques students receive a GROW card. The laminated GROW card includes the complete series of GROW questions, along with our coaching model and process. Participants can use it as a reminder of the strategies they've learned and ensure they are applying the skills in their work environment.
- 4. GROW pad:** This is a pad containing multiple identical sheets. Each sheet is a tool to help coach a person from goals to action, using the structured GROW process.

“ One of the most rewarding courses from the perspective of practicality. I can apply the learnings immediately and in a variety of ways.”

– workshop participant



How will my organization benefit?

1. More productive, highly energized work environments where exceptional performance is the norm.

Your leaders will emerge with the tools necessary to create and sustain a high performance environment – an environment that reveals and leverages the full potential of your people.

2. Leaders who teach and inspire people to achieve higher levels of performance.

Coaching for High Performance is all about building a fire in people – igniting an internal force that drives them to deliver their best. At Performance Coaching, we call this force commitment, and it lies at the centre of our coaching model.

3. Increased retention of high performers.

Coaches are leaders who do all they can to help people improve and succeed. As your leaders adopt a way of thinking and interacting with people that communicates high expectations, respect and caring they inherently create an environment that attracts and retains rising stars.

4. Increased communication of critical skills and knowledge.

Effective communicating forms the under-pinning of the ‘how’ of coaching. Less wasted conversation means more critical information gets passed in every interaction.

5. A highly developed ‘next generation’ of leaders to facilitate succession planning.

Leaders who are focused on developing others coupled with more effective communications of critical skills and knowledge leads to an environment in which the ‘next generation’ of leaders can more easily make the leap when the need arises.

Format

The *Coaching for High Performance* workshop comprises 12 hours of content that can be organized over one and a half or two days. Each session can accommodate up to 24 participants and is taught by one of Performance Coaching’s dynamic, experienced trainers. A keynote version that paints an image of the impact coaching can have is also available.

For more information contact Performance Coaching at 1-800-513-0945.