



Coaching for Performance

READY & ABLE
...TO CUSTOMIZE

Do you need to reduce classroom time? We can develop and combine a series of online, offline, and classroom activities into a cohesive learning strategy for you.

Just tell us what you need!

Description:

The most successful managers engage their employees in coaching relationships, help them achieve their performance goals, and thereby contribute to organizational success. Our *Coaching for Performance* program helps your managers lay a proper foundation for successful coaching, apply a consistent process for coaching, and develop their coaching interaction skills.

We currently offer *Coaching for Performance* in a classroom format and in a blended format. The blended format leverages webinars, e-learning courseware, and online testing to enable us to cut the classroom time in half, which can yield cost savings in terms of travel, lodging, and out-of-office down time, while providing the same quality learning experience. In both versions, we make heavy use of real-life scenarios, cases, and role play activities.

Objectives:

After completing this course, your managers will be able to:

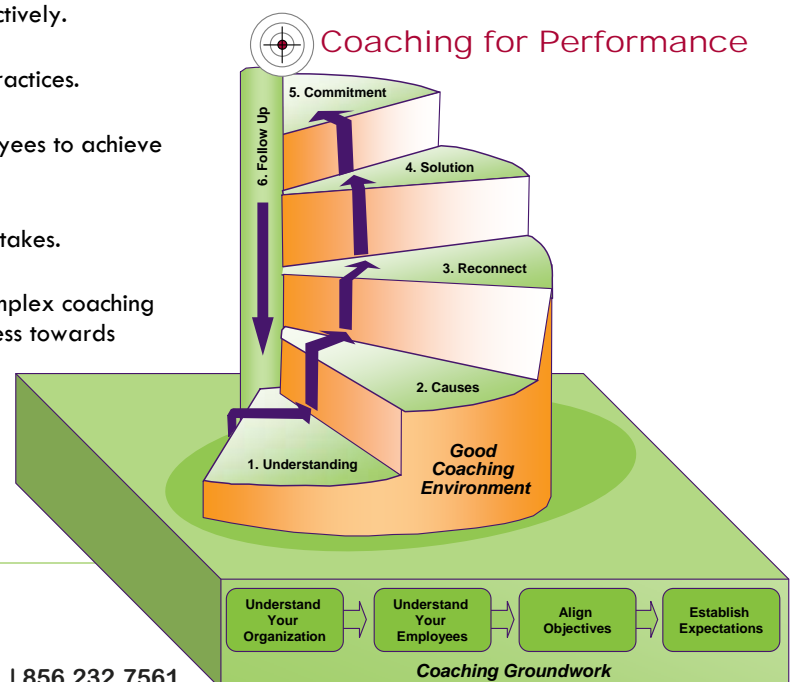
- Engage employees in a coaching relationship through which the manager helps them to achieve their highest potential, thereby contributing to organizational success.
- Gather all of the information needed to coach their employees effectively.
- Adopt effective coaching practices.
- Continually coach all employees to achieve results.
- Avoid common coaching mistakes.
- Handle challenging and complex coaching interactions such that progress towards goals can be achieved.

Themes:

Coaching is a continual process for each employee.

The focus of coaching interactions is achievement of results.

The organization's objectives and strategy define the direction of coaching.



Agenda: Classroom Version

Day 1

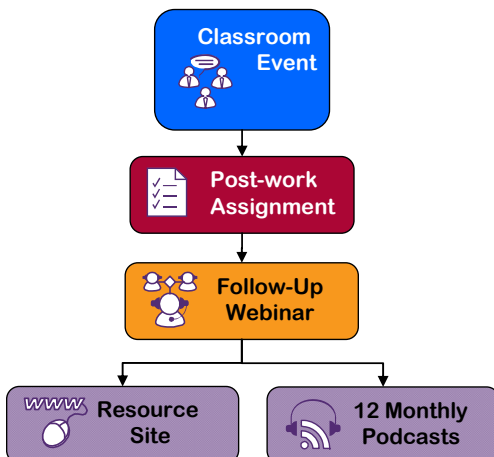
- 8:00 – 9:00 Open Program
- 9:00 – 9:30 Program Overview
- 9:30 – 10:30 Discuss Guiding Principles
- 10:30 – 11:00 Discuss How to Lay the Groundwork
- 12:00 – 1:00 Lunch
- 1:00 – 2:00 Discuss How to Lay the Groundwork (cont.)
- 2:00 – 4:00 Role Play Groundwork Meetings
- 4:00 – 5:00 Prepare for Day 2

Day 2

- 8:00 – 9:00 Conduct a Review Activity
- 9:00 – 12:00 Discuss the Coaching Process
- 12:00 – 1:00 Lunch
- 1:00 – 4:00 Role Play Coaching Interactions
- 4:00 – 5:00 Prepare for Day 3

Day 3

- 8:00 – 8:30 Conduct a Review Activity
- 8:30 – 9:00 Discuss How to Handle Coaching Challenges
- 9:00 – 12:00 Role Play Coaching Challenges
(Fishbowl Activity)
- 12:00 – 1:00 Lunch
- 1:00 – 4:00 Conduct Case Study Activity
- 4:00 – 4:30 Identify Next Steps
- 4:30 – 5:00 Wrap Up Program



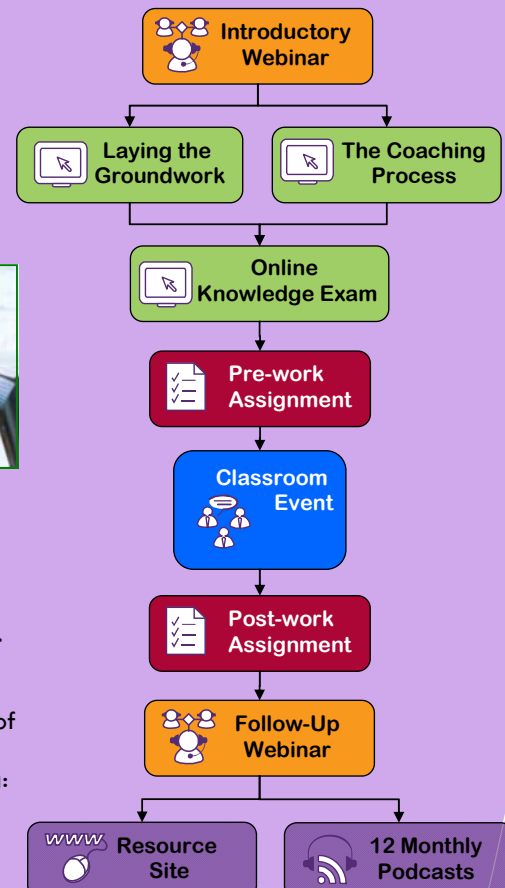
Agenda: Blended Version

Day 1

- 8:00 – 8:30 Open Program
- 8:30 – 9:00 Debrief Pre-Work Assignment
- 9:00 – 9:30 Conduct a Review Activity for:
 - Laying the Groundwork
 - The Coaching Process
- 9:30 – 12:00 Role-Play Coaching Interactions
- 12:00 – 1:00 Lunch
- 1:00 – 1:30 Discuss How to Handle Coaching Challenges
- 1:30 – 4:00 Role Play Coaching Challenges
(Fishbowl Activity)
- 4:00 – 5:00 Prepare for Day 2

Day 2

- 8:00 – 11:00 Conduct Case Study Activity
- 11:00 – 11:30 Identify Next Steps
- 11:30 – 12:00 Wrap Up Program



blended learning:

Choose from our classroom program or our blended program. Or, we can customize your program, leveraging a variety of other delivery technologies, including: simulations, games, mobile learning, and virtual worlds.