



## Coaching for Performance Workshop Description

### Overview

Coaching the performance of others consumes a big part of the high performance manager's time. Employee performance can be enhanced and corrected if encouragement, feedback and coaching are provided on a day-to-day basis. The challenge is to make coaching a priority and follow the process steps consistently. *Coaching for Performance* focuses on providing coaching in the three most common coaching situations.

### Objectives

Upon completion of this workshop participants will be able to:

- Diagnose the causes for poor performance.
- Effectively deliver praise for good performance.
- Effectively deliver constructive coaching to improve poor performance.
- Follow a process for confronting dead-end performance that results in a measurable correction plan.
- Use a model to prepare for coaching situations so that a successful outcome is achieved.
- Prepare for a job-specific situation where coaching is needed.

### Learning Methods and Delivery

*Coaching for Performance* utilizes the latest in adult learning methodology including large and small group discussion, video examples, on-the-job examples and individual application.

*Coaching for Performance* can be delivered by our facilitators or certified client facilitators

### Target Audience

All those in the organization who manage the performance of others

### Learning Time

4 hours

### Class Size

Typical class size 12 to 20

