



LEADERSHIP DEVELOPMENT COACHING FOR PERFORMANCE

Developing talent is a key objective for any business leader. The Coaching for Performance workshop is designed for those individuals who are accountable for the development of direct reports. This workshop provides participants with the strategies and skills to seize “Coaching in the Moment” opportunities and lead strategic coaching sessions.

OUTCOMES

The participants of the Coaching for Performance workshop will:

- Gain insight on how coaching can build high performance teams
- Learn that coaching can be a valuable tool for employee recognition, skills development and enhancing overall performance
- Understand how coaching aligns to annual performance reviews and day to day situational opportunities
- Have a clear approach to the coaching process
- Recognize the common indicators that can trigger coaching situations
- Understand the 4 steps to Effective Coaching
- Understand the importance of professional rapport to communicate effectively
- Acquire the tools to plan and conduct effective coaching sessions including setting SMART goals
- Review the importance of questioning and active listening skills
- Understand the two types of active coaching and when to utilize them
- Recognize the importance of assessment and feedback in the coaching process

Participants will work through current business challenges in situational role plays. This provides participants with the opportunity to practice their new coaching skills in a safe environment.