



CL NETWORK

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LEADERSHIP CURRICULUM

# Coaching For Performance

2-DAY In-Person Corporate Training Workshop

Developing talent is a key objective for any business leader. The “Coaching for Performance” workshop is designed for those individuals who are responsible for the development of direct reports.

This workshop provides participants with the understanding that they choose which hat to lead from; Manager, Coach, or Mentor. Participants will explore strategies and adopt skills to seize “coaching in the moment” opportunities and lead strategic coaching sessions.

## OUTCOME

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
- Identify 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
- Leverage personality style insights to build trust and communicate effectively
- Acquire the tools to plan and conduct effective coaching sessions, including setting SMART goals
- Guide employees to build realistic action plans and review their progress to shift performance
- Practice effective questioning/discovery skills 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.

Interested in elevating your team’s performance? Contact [cindy.novak@clnetwork.ca](mailto:cindy.novak@clnetwork.ca)