



Advanced Coaching Strategies

How Your Organization Will Benefit

When you implement Advanced Coaching Strategies, your organization will benefit from:

- A management team skilled at identifying—and efficiently addressing—gaps in team performance
- Increased productivity through coaching efforts focused on high-priority performance issues
- Greater employee retention by providing team members with the kind of individual coaching and support that ensures their job satisfaction and long-term success
- Higher morale through motivational efforts tailored to individual team members' personal and professional goals
- A management team equipped with the skills needed to break through performance obstacles and foster an environment of ongoing improvement
- A highly motivational work environment that inspires team members to consistently achieve individual and organizational goals

Program Highlights

During this highly interactive workshop, participants will learn to:

- Identify gaps in team and individual performance using a Performance Coaching Curve that plots current and expected performance levels
- Determine how to best allocate their coaching time and efforts using the Coaching Top 5 tool to plot and chart coaching targets and outcomes
- Analyze the root cause of the performance issue—lack of knowledge, skills, motivation, or confidence—to determine how to best support team members' development
- Establish a coaching track to teach, guide, encourage, or challenge team members to improve or sustain current performance levels
- Overcome performance obstacles that are blocking team members from moving to the next level of performance
- Ensure productive and collaborative coaching conversations by adopting a focused, positive, and open attitude
- Anticipate and manage team member attitudes to ensure the coaching conversation moves in a positive direction
- Maintain the focus of in-depth coaching conversations by learning to recognize—and deflect—any attempts to sidetrack the performance discussion
- Motivate performance improvement by tailoring coaching to team members' personal and professional visions
- Create a challenging, interesting, and enjoyable work environment that fosters enthusiasm and a free flow of information, ideas, and best practices

How Learning Takes Place

Advanced Coaching Strategies offers a comprehensive approach to improving managers' ability to enhance overall team performance. The program ensures that participants master the skills and concepts presented by employing a variety of interactive training methods:

- A prework assignment to set the stage for a successful learning experience
- Short readings to familiarize participants with program skills and concepts
- Applications exercises to enhance understanding of how to apply program skills to coaching situations
- Video and audio to illustrate skill use in realistic coaching situations
- Discussion to explore ideas and share best practices
- Group exercises to reinforce skill use
- Case studies and role plays to apply program concepts and skills to real-world situations
- Fully customized practice exercises to allow participants to develop and receive feedback on specific skills applied in realistic coaching conversations