



Performance Coaching

What is coaching?

Coaching is unlocking a person's potential to maximise their own performance; it is helping them to learn rather than teaching them. The goal of a coach is building individual and team awareness, responsibility and self-belief. Fundamentally it is about improving communication and motivation resulting in increased sales, improved relationships and boosted morale and confidence.

Sessions are bespoke to individual requirements and feed into company objectives.

When is coaching useful?

Coaching is most useful for individuals who are:

- Formulating a business, career or personal strategy
- In transition
- Building a new skill
- Resolving a dilemma
- Being fast tracked
- In need of additional support in key areas

Key specialisms include:

- Effective management
- Advanced selling skills
- Presentation skills
- Time management & organisation
- Assertiveness, confidence & motivation
- Stress, anger & anxiety

How does it work?

Our coaches can help to identify, focus on and achieve the things that are important to the individual, including:

- Elicitation of personal vision, values, goals and objectives
- Reviewing current situation and where to make positive changes
- Uncovering options open to make those changes
- Taking actions to make the change
- Continued professional development plan



A coach will deliver by:

- Listening and giving full attention
- Asking the right questions to uncover best solutions
- Helping set well-formed outcomes and goals
- Generating options and asking for commitment to specific actions
- Reviewing performance and learning from undertaking those actions
- Supporting and challenging personal and business related beliefs
- Acting as a sounding board
- Interpreting any relevant profiles or feedback from third parties
- Making suggestions where appropriate
- Identifying and mobilising appropriate resources

What are the practicalities?

The standard coaching programme is typically 6 face to face, in-house sessions for 2 hours at weekly, fortnightly or monthly intervals. With additional telephone and email support where required in the interim.

Prior to the coaching sessions the individual and/or line manager would meet the coach for an hour to agree top line objectives and to establish working practices.

A further meeting with the relevant parties to review achievements at the end of the coaching relationship is also recommended.

NOTE

This Performance Coaching programme outline is just a guide to what we can do. A programme like this should be tailored to your organisations specific requirements. Our consultants will work with you to establish exactly the right content, to give you the best possible results.

Coaching Benefits

Coaching can also help individuals be more:

- Successful in their role
- Willing to take responsibility for and able to respond to any situation
- Outcome focused and able to learn from own and others experience
- Self-motivated