



# Hey Coach!

## Coaching for Performance

Successful managers today understand the importance of coaching in the workplace to improve productivity, loyalty, and results. Instead of *telling* team members what to do, or just expecting them to perform, it is important to guide, discuss and encourage – in other words, coach.

Coaching is a collaborative process that can accelerate learning, self-discovery and development in individuals. To understand this is to shift from *managing* people to creating an environment where employees are self-managing, problem solving, and brainstorming. For employees who are developing in their skills, knowledge, and self-confidence, coaching is a critical part of their learning process.

This session is geared to help leaders understand the importance of being a successful coach.

### 2 hour Session:

- Understand the characteristics of a good coach
- The art of asking questions – Socratic learning
- Understand how to praise and to critique & the value of each
- Understand the systematic process to identify whether to give feedback, train, problem solve, discipline or coach
- Understand how to develop a coaching strategy

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our areas of expertise!  
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about these exciting programs!  
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