

Manager/Supervisor | Training & Development Offerings

Coaching for High Performance (2 Days)

Coaches are leaders who devote considerable time and effort to help others improve and succeed. Coaching is a way of thinking and interacting with people that communicates high expectations, respect and caring. It is a style of management that builds commitment, drives employee engagement, and gets results. Good coaches adjust their coaching style to the individuals and situations at hand. They understand what to coach, how to coach and when to coach.

INTENDED AUDIENCE

Supervisors or managers who want to improve their ability to effectively coach their employees.

DURATION

2 days

WHAT PARTICIPANTS WILL LEARN

Coaching for High Performance is an interactive session that helps managers and supervisors be more effective coaches. Managers and supervisors attending this session will:

- Know the three things to focus on when coaching employees
- Learn how to adjust their style of coaching to get the levels of commitment and performance they need and want from their employees
- Know when to teach, when to consult, when to mentor and when to confront to optimize performance
- Be able to improve the performance of employees at all levels of performance – high performers, solid contributors and poor performers
- Know how to coach for both competence and confidence
- Learn how to identify and focus on manageable next steps to help employees reach an identified end goal
- More effectively confront employees, when appropriate, about their performance
- Improve communication skills that are critical to effective coaching, like listening, questioning and providing feedback
- Use a variety of coaching tools and techniques they can take with them and use on the job
- Identify their own strengths and development needs as a coach and develop a plan to leverage their strengths and improve their skills as a coach

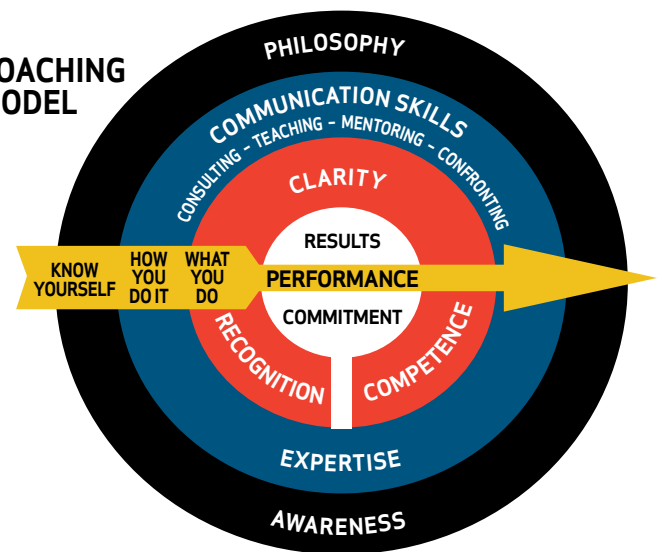
TO REGISTER

To register for this program e-mail BDTraining@landolakes.com or call 1-800-328-1341.

QUESTIONS

Contact your Business Development Manager.

COACHING MODEL



AGENDA FOR COACHING FOR HIGH PERFORMANCE

DAY ONE

A.M. Program Introduction

Coaching Introduction

Coaching for Clarity

P.M. Consulting Style of Coaching

Coaching for Competence

Teaching and Mentoring Styles of Coaching

DAY TWO

A.M. Review/Preview

Transition Curve

Recognition

P.M. Confronting Style of Coaching

GROW Model and Practice

Coaching Development Plan

Program Close