

# COACH FOR SUCCESS!

## *WORKSHOP OVERVIEW*

“All employees are entitled to outstanding leadership – You will provide that leadership.”

### **Summary –**

Coaching is a leadership tool that will have a direct impact on individual and team performance. Leaders and managers often assume that sending employees to training will result in an instant improvement but in most cases, learning takes place AFTER training, on the job. Coaching offers the best possible return on your training investment.

In this highly interactive session, we will discuss when and how to do coaching; we will also talk about when NOT to coach.

We will look at the components of the leader’s behavior during coaching. You will walk away with a few practical ideas that you can immediately implement in your organization. As an added bonus you will also get some tips for getting useful feedback on your own work performance.

### **Outcomes –**

**After completing this program, you will be able to:**

1. Recognize the place of coaching in improving individual and team performance
2. Identify the right circumstances for coaching—when it works and when it won’t
3. Set realistic coaching goals for your team members
4. Recognize the importance of objective performance evaluation at improving both relationships and performance
5. Use a strategic questioning and a structured approach when providing feedback
6. Engage in more constructive feedback discussions about your own work and your team’s.