



COACHING FOR HIGH PERFORMANCE™

(A 2-day workshop to enable managers to enhance their coaching & counseling skills)

SYNOPSIS

Effective Performance Management is the single most important way to get ordinary people to do extraordinary things. Employee satisfaction is the outcome of successful integration of organizational goals to personal aspirations. Organization excellence is an outcome of vision and commitment. **The Performance Appraisal is the “necessary evil” in most managers’ lives. A necessary evil that most appraisers and appraised are equally unhappy about, but feel they can do nothing to change. Most people also know and accept the fact that the performance appraising and coaching has the potential to be the single most important source of building rewarding relationships and creating motivated employees.**

SCOPE

The focus of the workshop is two fold: Helping participants self-diagnose their own blocks to good coaching and then build skills and use the application tools that the program teaches, to effectively coach people for high performance.

METHODOLOGY

The program teaches interviewing technique for Performance Coaching. The methodology is experiential learning based and helps the appraiser see the coaching interview from the perspective of the team member. The workshop helps the participant look at the entire process of managing performance; from Effective Goal Setting to Winning Commitment, to Coaching for High Performance. There is a large component of video feedback and because of its time intensive nature; enrollment is limited to 14 participants.

TYPE OF INTERACTION

This is a role-play based program and the learning comes from experiencing application of cognitive learning to real life situations. Participants have the opportunity to identify what needs changing and experience that it is in fact possible; to modify your style to suit the situation and help people re-define their boundaries and achieve satisfaction and happiness through high performance.

SAMPLE MODULES

- Setting Challenging Goals
- Agreeing on Measurement Parameters
- Manager as Coach: Its Challenges
- Mentoring: What it means for you.
- Practicing Appraisal Interviews
- Supporting with Data
- Confronting with Care
- Counseling Skills
- Participative evaluation
- On-line video feedback