

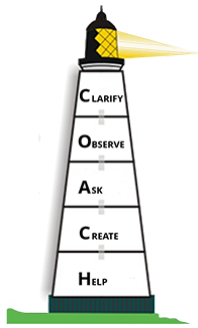
Leading for Performance: Coaching for Performance



High-performing organizations frequently view coaching in the context of fostering performance and fulfillment rather than focusing on increasing output. Their employees are more engaged in their work, motivated to expand their skill sets over time, and driven to succeed.

Leading for Performance: Coaching for Performance (LFP-CFP) offers first-line and mid-level managers coaching skills and techniques to create the conditions under which employees can succeed.

Lighthouse Coaching



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Program Outcomes

LFP-CFP enables organizations to gain a competitive advantage using an effective, structured coaching approach that taps employees' potential and leads to improved performance and fulfillment. Managers can alter their coaching focus from managing output to managing the conditions for successful performance.

Learning Approach

LFP-CFP is a one-day instructor-led module that can be facilitated by Wilson Learning or by a leader-trained in-house professional. This enables:

- Face-to-face interaction among the participants and facilitator
- True-to-life skills practice with immediate in-person feedback
- The opportunity for real-time commitment to action

Enabling Improved Performance

LFP-CFP features the Coaching for Performance Planner and Job Aid Card so participants can fine-tune and apply new skills and behaviors on the job. Involving management and training them to coach is important for successful implementation.

Participants who also complete *Setting Goals for Success* and *Reviewing Performance* will have the skills and knowledge to implement a more complete performance management process.

Measurement

Organizations that implement LFP-CFP have access to a broad range of tools to measure initial behavioral changes and business results. For LFP-CFP, one approach may be a web-based survey of participants' direct reports to identify the degree of change and the differences this change makes. More involved and thorough research options are also available.

Key Learnings Are . . .

Clarify Expectations

Observe Behaviors and Results

Ask Associates for their Perspectives

Create an Action Plan

Help with Support

Your Leaders Will Be Able To . . .

Properly state expectations in order to improve the quality of the goals being obtained

Make sound observations of employees

Encourage sharing and listening to perspectives

Make a proactive agreement between parties

Create optimal conditions to succeed

Continued

Evaluation

Wilson Learning will partner with your organization to measure the initial behavioral changes and business results. We will work with you to set up evaluation systems that help improve outcomes and sustain the momentum of your implementation.

This offering, like all others from Wilson Learning, can be customized to reflect your environment and business priorities and can be integrated with your processes.