



Leaders Who Build

Coach for Performance Improvement

Summary

In order to improve someone's performance, you have to first establish a goal. With a clear target to reach, a leader can properly evaluate both individual and team performance and guide them, more efficiently, to the finish line. By holding team members accountable and encouraging them along the way, a great coach keeps them motivated and open to opportunities for growth.

Context

Coaching effectively is the onus of every manager, and good ones use it as an opportunity to strengthen relationships with associates. They will use a variety of coaching techniques, customized to the individual and the circumstances. The right blend of supportive and directive coaching can bring out the best in everyone.

In this module, you discuss the importance of goal setting, and evaluate how to achieve those goals. You will follow a proven coaching process designed to improve performance, and you'll identify additional methods for developing your team members to become outstanding performers.

Completion of this module will empower participants to:

- Describe the Cycle of Growth and Change and how it relates to training and development
- Apply steps of the Coaching Process to improve performance in others
- Establish individual and team performance goals
- Identify additional opportunities to develop people to become their best self

Competencies that are addressed:

Primary Competency Categories:

Results Oriented—Leadership, Human Resource Management, Accountability. Passionate about accomplishments and dedicated to achieving goals and solving problems.

Related Competency Categories:

Values—Guided by a personal code of ethics that aligns with organizational beliefs; demonstrates a strong sense of integrity.

Initiative—Proactively makes things happen. Evaluates and takes corrective action.

Leadership—Drives business results by aligning the vision, mission and values to enhance business value. Draws upon the unique talents and abilities of others to achieve profitable results.