

Performance Coaching

What is it?

Performance Coaching is a specialist form of leadership development. It is based on an equal partnership between the coach and the client, who will work together to explore goals and develop realistic and achievable strategies to achieve them.

What is it used for?

Performance Coaching can be used in a range of situations including helping people to develop a particular competence: fill a gap in experience, skills or knowledge; address a specific issue; or explore an opportunity.

What are the benefits?

Performance Coaching accelerates the application of learning in the workplace. For participants, it provides a challenging and rewarding experience and pushes their performance beyond their current levels of capability and belief.

How does it work?

Our coaches provide a structured yet personal approach that meets the needs of both individuals and the organisation, often in support of a wider change programme.

The Coaching Contract

- This is agreed between the coach and the client. It sets out the context, expectations, boundaries and ground rules.

A typical coaching session

- Each coaching session starts by clarifying the aims of the session and the process.
- The coach will lead the client through a step by step process, helping them to articulate specific goals, understand the current reality, explore options and commit to specific actions.
- Finally the coach and the client will agree how progress will be monitored in order to maintain momentum.

Interventions and tools

- We use a range of interventions matched to the individual clients' personal style, pace and stage of development. These include tools such as clean questioning, perceptual positioning, logical levels and metaphor.

Learning organisation

- Being coached often helps leaders to understand how coaching could provide a powerful means to improve the performance of their own team members. We offer bespoke training in coaching basics for leaders and facilitators who would like to add this formidable tool to their own skill set.