



Coach

- ☑ **Are your people your biggest asset, or your biggest problem?**
- ☑ **Is your staff turnover high?**
- ☑ **Are your staff working at their peak performance?**
- ☑ **Do your managers hire and fire without trying to ensure success?**
- ☑ **Do your managers take tough action to ensure you don't face mass layoffs?**

The above are all symptoms of the lack of commitment of line managers to the success of their employees through coaching. With the critical need for people to deliver results, the only answer is for managers to pass on their own knowledge and experience through coaching: to make the new competent, the best better, and to sort out the weak performers.

If you take 100 managers, you will find that the good ones coach anyway, but most have never been shown how to coach, when to do it, and how to obtain the "buy in" from their staff. Hence, there is a tremendous opportunity for improved performance by every individual, and thus the whole office, unit or team.

Coach is a focus workshop of our For Managers Only Applied Management Program.

The Workshop equips managers to understand the need for coaching to be able to coach for maximum performance from individuals or sales units; and how to take dismissal action if individuals don't perform.

The Workshop Agenda is:

Introductions & Welcome

Intro to Coaching

Role Plays

Specific Performance Problem
Diagnosis & Guidelines

Performance Factors & Results

Process Management
Focus on Controllables
Key & Minor Performance Factors
Results

Performance Improvement

Identifying the Need & Procedure
Development Plans
Opportunities for Coaching

Coaching Role Plays for Average Performers

Coaching Role Plays for Top Performers

Types of Coaching

1 on 1, Team, Buddy, Customer,
Manager

Coaching Role Plays for "U" Performers

Selling Your Team/Branch

Conclusion & Wrap Up

The one day workshop involves the participants in group workshops and role plays using "live" case studies of people who work for them, to ensure that theory is translated into reality. It is facilitated by seasoned, successful managers, and really does help managers aim for Peak Performance from their people.

Target Audience: Line Managers.

Customization: **PERFORMAX Technologies Inc.**, or our associated consulting firms, can provide consulting to assist you in modifying or adding to the standard workshop to make it truly reflective of your company's environment.

THE SPARTAN BABY SYNDROME....

The ancient city of Spartan in Greece was famed for the strength and endurance of its warriors, who were feared everywhere. It was the custom to leave newborn babies out in the cold for periods of time to ensure that only the strongest survived, i.e., the "sink or swim" theory. The problem in business today is that new swimmers lose confidence at the sight of older persons drowning, and managers have to spend more time burying the drowned and finding new people than if they taught them how to swim in the first place!

For additional information on this, or other Programs please contact PERFORMAX. (954) 229-7215
or e-mail info@sell-or-die.com