TGIM: PERFORMANCE COACHING & DEVELOPMENT – 1 Day

Program Objective: To help "People" managers become better coaches and learn key tools and processes to maximize the performance of every team member.

Upon conclusion of this 1-day program participants should be able to better understand:

- The qualities of the most effective coaches…and bosses
- How to apply a simple 5-step coaching process to help every employee raise their game
- How to effectively deal with the bottom 20% of employees
- Why building bench-strength is so important with tips to better prepare future leaders in your organization
- The 4 key steps of building a high performance team and the 3 key principles in leading them effectively
- High impact 2-phase training strategy and 6 impactful training approaches to raise the bar of your organization by building strong team and individualized learning plans
- What it takes to keep all employees highly engaged and motivated

Program Overview: Most "People" managers, that we have met, care about their teams and helping them to grow. Finding the time to do that and having a development plan in place by person is often easier said than done. Do it right and you can have employees saying "TGIM" anxiously waiting to get out of bed Monday morning so that they can get to work!

Our simple 5-step performance coaching process simplifies how to be consistent in getting the most out of each member of your team to positively transform behaviors and drive sustainable results. Discussion focuses on things that you must do with the Bottom 20%, Middle 60%, and Top 20% of your team to maximize team performance.

A topline review of our *High Performance Team* pyramid on the 4 steps of building a strong team is followed by discussion on our *ACE Principle.* The *ACE Principle* simplifies what it takes to lead high performing teams. Building and leading a high performance team is one thing, sustaining effort over the long term is another thing. That is why we also delve into our *Employee Fuel Gauge* to help assess where each team member's motivation level is at currently. We then proceed to assess the steps needed to get them to perform at their highest level.

Unleash the unharnessed potential that lies within your organization with this program! We offer private sessions for larger organizations and open enrollment programs for individuals from organizations of any size.