

# Coaching for Performance



This course helps leaders become better at coaching their team members for performance. Through videos, activities and well-established frameworks, leaders are exposed to the knowledge and tools they need to assess their team members, identify gaps and guide them towards the best way forward.

## Leaders don't Just Manage

Great leaders develop their team members' skills and build a culture of consistent performance. They encourage openness and guidance, creating a more cohesive unit aligned closely to organizational goals. And they do it by knowing not only what to fix, but how to fix performance gaps.

## Key Takeaways

- Understand the meaning and importance of Coaching for performance
- Identify the gaps in performance to plan an effective coaching intervention
- Apply a structured approach to bridge the performance gap
- Discover the challenges of coaching for performance and ways to overcome them
- Apply learning and analyze participants' actions in a simulated environment

### COACHING SIM

This simulation helps participants learn the essentials of coaching. As the Manager of a team with ambitious targets, the participant needs to identify gaps, address each member's needs for upskilling, make the right choices, and coach team members into achieving their individual goals.

## Course Outline

- What is coaching and what it isn't
- Coaching roles - Coach and Coachee
- Coaching for performance
- Understanding coaching needs - SWOTAF
- Managing development and coaching effort - Conscious Competence, KPIs and performance gap analysis
- GROW™ Model of coaching
- Simulation Play
- Debrief session

## Competencies Covered

- Performance Management
- People Management
- Driving Results
- Contextual Leadership

## Learning Format



ILT  
(WORKSHOP)



VILT  
(WEB BASED)



SELF-PACED  
COURSE