



Coaching for Performance

Presented by:

Melissa Asher, Director of Training and Development

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Introduction



Melissa Asher, PMP, SPHR, SHRM-SCP

Director, Training and Recruitment
CPS HR Consulting

Our Intention

To explore and discuss effective coaching processes to completely release employee potential within the workplace



Conversation Outline

- What is coaching?
- Power of distinctions
- Coaching principles & skills
- Coaching questions
- What's next?



What is Coaching?

When you think of coaching,
what comes to mind?



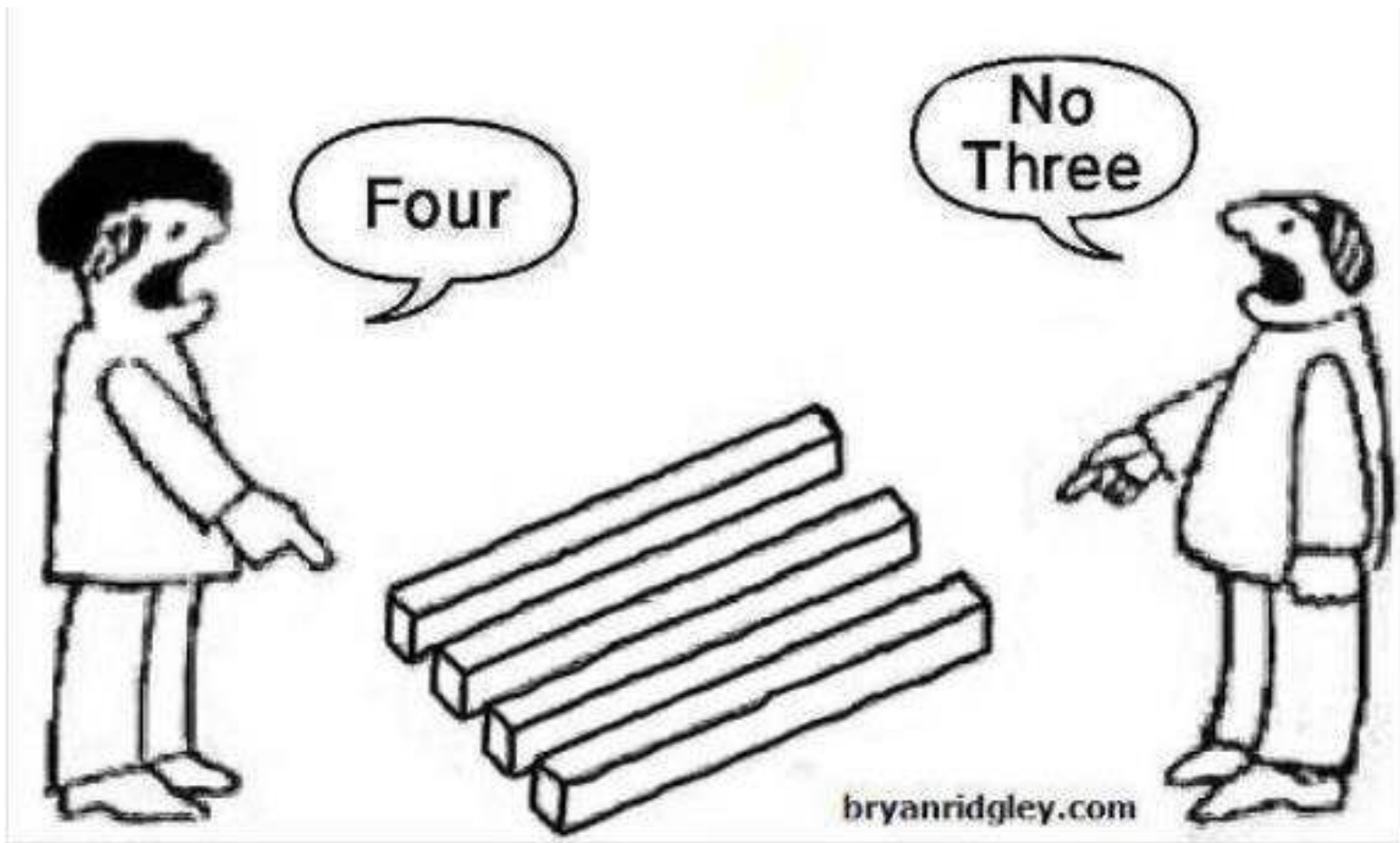
A Definition...

Coaching is about **inspiring**,
empowering and **engaging** people to
establish a new level of thinking,
commitment and performance;
reaching beyond what has been and
breaking out of status quo

How is this like what a
supervisor does?

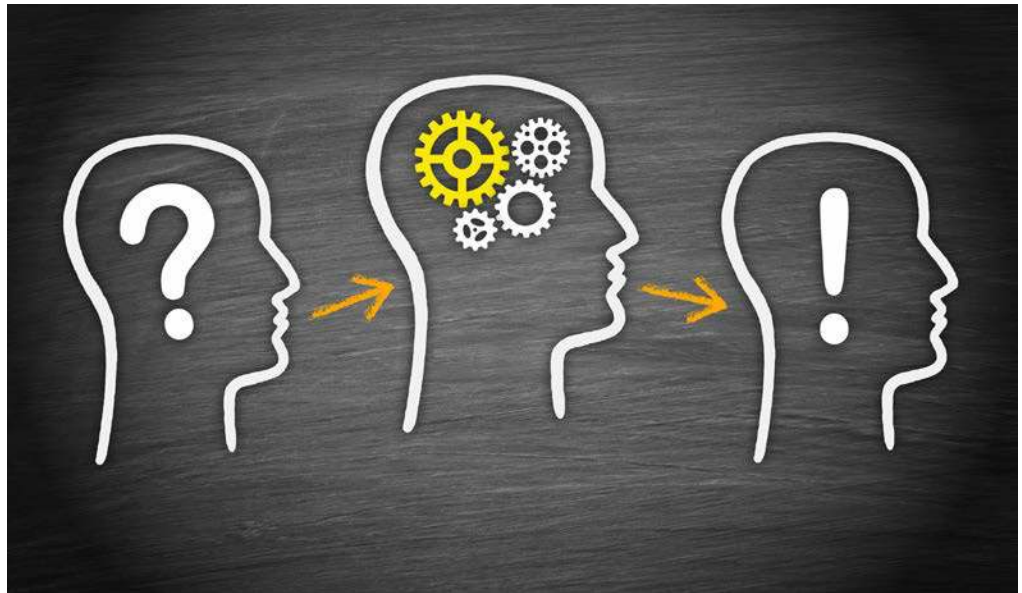
How is it different?

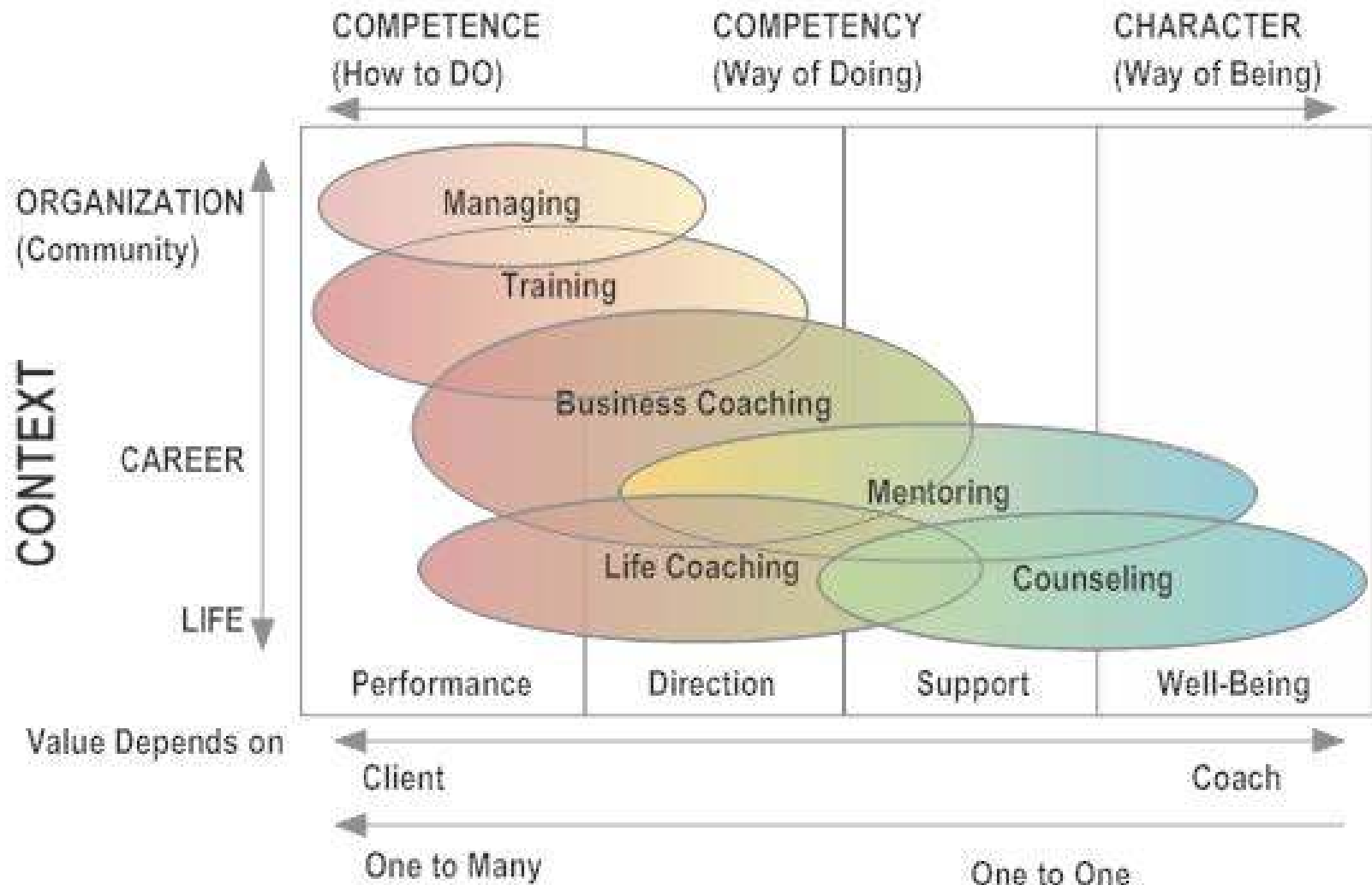




Power of Distinctions

What are the differences between managing, coaching, training, and counseling?





Coaching

“I cannot teach anybody anything; I can only make them think.”

–Socrates, first coach on record

The **core** principle of coaching is self-directed learning

Six Coaching Principles

4. Coaching is about the whole person
5. The coach and coachee are equal partners
6. Coaching looks to the future and next actions



Core Coaching Skills

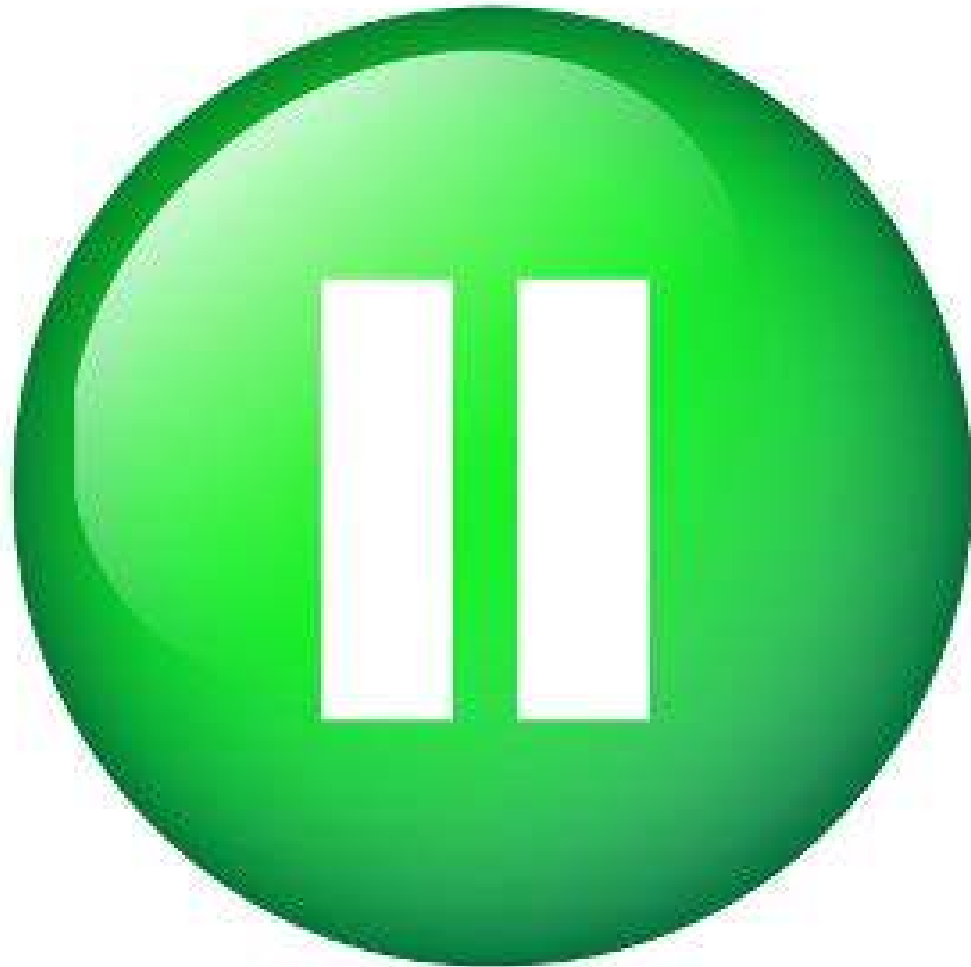
- A focused listener
- Powerful questions
- Thinking partner
- Accountability partner
- Partner for performance



Focused Listening

- Choose to be fully present
- Shut down the voices
- Use a mental parking lot
- Quiet yourself
- Be engaged





Powerful Questions – W4

- What is working?
- What is not working?
- What is missing (that would make a difference)?
- What is next (forwarding the action)?

Powerful Questions

Observation

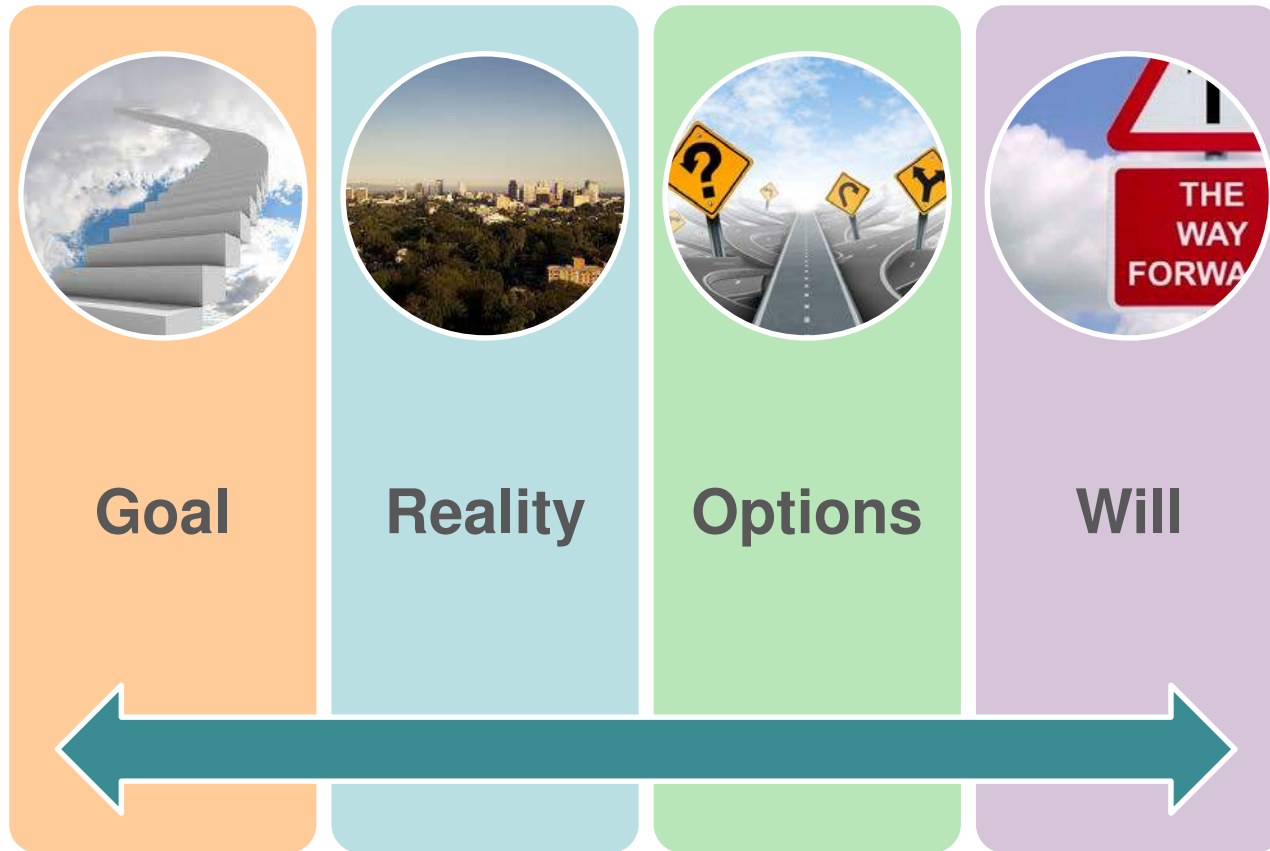
WITHOUT

Evaluation



S3

The GROW Model



Structure

- Opening (shared intention)
- Exploration
 - Choose a model
- Closure



Creating Commitments

- Use agreed-upon accountability
- Coachee defines action and measurement
- How much?
- By when?



Partnering for Performance

It's a partnership

- Equally owned
- Both engaged
- All benefit



Application Activity

- Try out one of the tools in the next 30 days
- Identify what worked and what didn't work
- Create an action plan for a team member
- Discuss with immediate supervisor ways to incorporate an idea or two into your group
 - Try S³ framework for your one-on-one meeting
 - Not scheduled, ask for one

Summary

- What is coaching?
- Power of distinctions
- Coaching principles
- Coaching skills
- Coaching questions
- Practice



Thank you!

Contact Info:

www.cpshr.us

masher@cpshr.us

916-471-3358