

Coaching

Development First, LLC

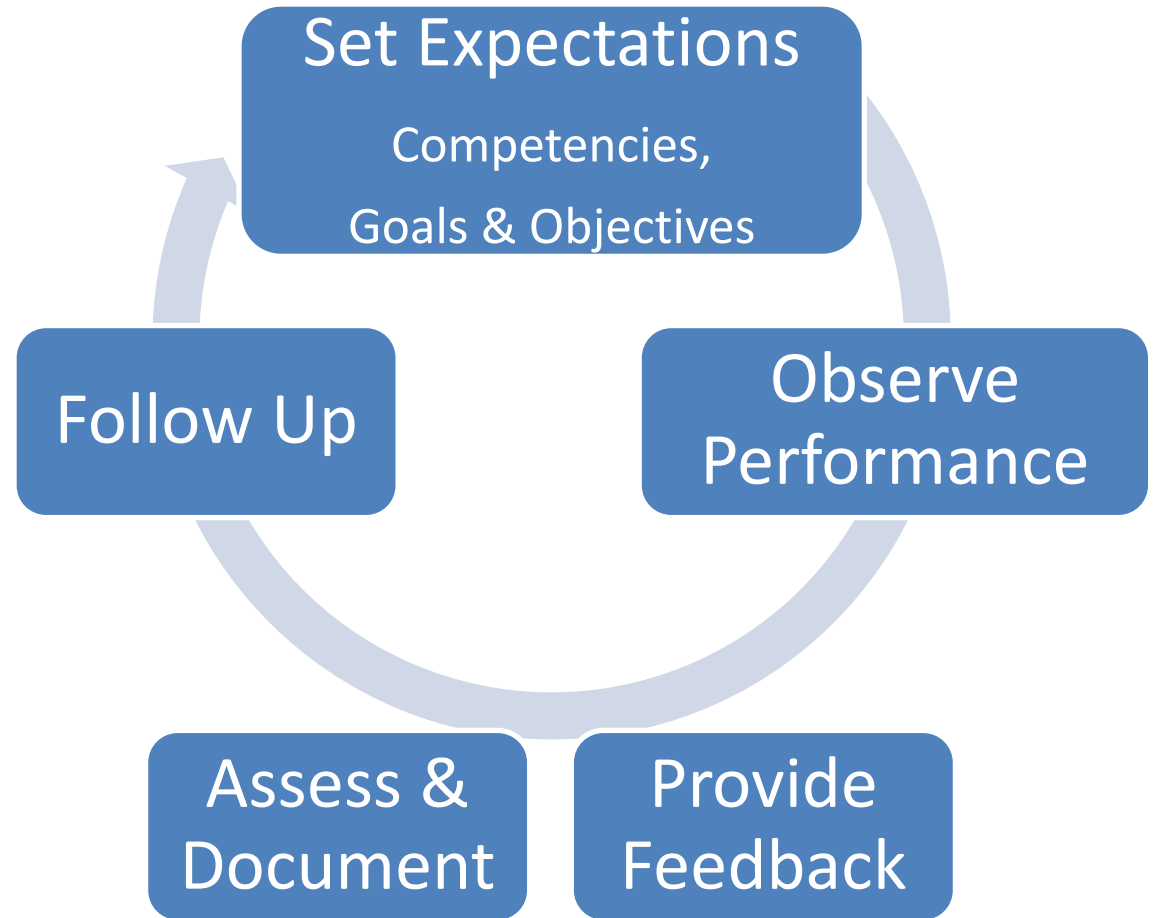
Walter W. Hoff

President

Coaching Defined

Strategically guiding someone's job performance following several opportunities you have had to observe and provide feedback. Coaching is changing, re-directing, or improving behaviors that lead to greater performance.

Coaching is a continuous process that is individualized based on where the person is in experience, development, and job performance



When Coaching Has To Be Strategic

- Taking good performance to a higher level
- Performance improvement is needed
- Prior attempts have not led to the desired behavioral improvement
- The person or organization is undergoing significant change
 - Job responsibilities, reorganization

Strategic Coaching

Preparation Before the Session

The Coaches Questions

Where is this person in their overall development?

Where do I need to focus my efforts?

What competencies are strengths?

What competencies are areas of continued development?

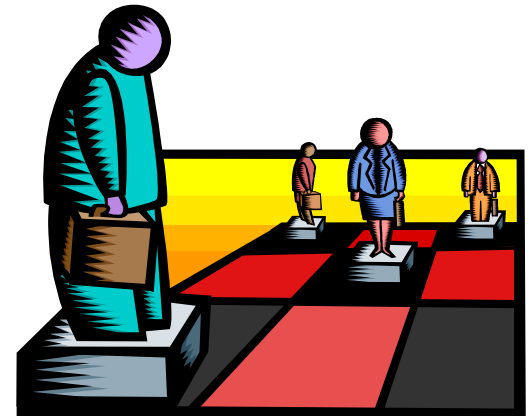


Strategic Coaching

Preparation Before the Session

The Coaches Plan

- Know the outcome you want to achieve
- Devise more than 1 possible solution
 - Customized to the person and situation
- Create an action plan together with the person
 - If they are passionate about a solution, go with it
- Set date to review progress

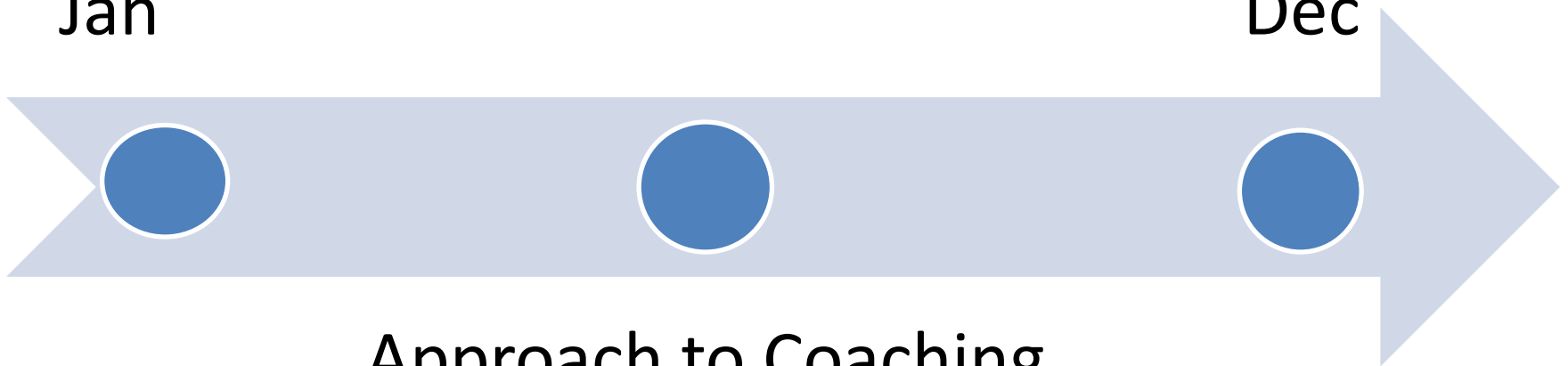


The Goal of Coaching

Continual Improvement Over Time

Jan

Dec



Approach to Coaching

Focus on a few competencies at a time

Strive for consistent behavior improvement

Then, go on to other competencies

The Link to Performance Management

