



Contact us:

010 100 3127  
 info@nextgen.co.za  
 www.nextgen.co.za

## Performance Coaching

### Course Overview

Do you want to unleash the talent in your team?  
 Know exactly what enables high performance?  
 Want to develop more options in developing your people?

### Expectations for Leaders

- Differentiate subordinate performance and determine rewards based on that performance
- Take action to address substandard performance
- Create high-performing teams, attract top talent and sponsor top performers for the most appropriate development opportunities inside and outside of their immediate organisation
- Coach and mentor subordinates for personal and professional development

### Approach

This course focuses on the key leadership skill of coaching to improve performance. This Program encourages excellence in leadership and the idea that this flows from the development of others. The training is experiential, with theory, input and insights, sharing best practice supported by group discussions, role plays, reflection and practical action planning sessions.

### Duration

2 Days

### Training Objectives

At the end of this training you will be able to:

- Coach individuals to improve aspects of their performance.
- Use and improve their sensory acuity to differentiate behaviours and improve performance.
- Identify specific actions and behaviours that make personal change possible.
- Explore their role in sponsoring top performance and performers.
- Apply coaching and mentoring for personal and professional development.

### Topics

- Defining Performance Coaching
- Sensory Acuity
- Building Rapport
- Goal Setting
- Behavioural Flexibility
- The Performance Coaching Model

### Program Schedule



## Day One

### Introduction & Welcome

- Program Objectives
- Personal Objectives
- The Performance Coaching Model

### Performance Coaching – Ecology

- What Is Performance Coaching?
- Principles of Performance Coaching
- Coaching Behaviours

### Coaching Skills - Sensory Acuity

- Representational Systems

### Coaching Skills – Building Rapport

- Clean language

### Coaching Skills – Outcome

- The Seven Steps

### Coaching Skills – Behavioural Flexibility

- Self-awareness

### Personal Action Planning

- Reflection, Discussion, Action

## Day Two

### Performance - Goals & Values

- Goal Setting
- Establishing “What’s Important”
- Monitoring & Evaluating

### Performance - Reality Check

- Current State .V. Desired State
- Visualisation
- Clear The Path

### Performance - Options & Choice

- Foundational Beliefs
- Options Generator Model
- Reframing

### Performance – Will & Motivation

- Meta Programs
- Association & Disassociation
- Anchors

### Personal Action Planning

- Reflection, Discussion, Action

