

Growing People, Performance & Purpose

Management Coach Development

Coaching for Performance is the industry gold standard for people in organizations who want to adopt a coaching management or leadership style. Performance Consultants International works at the transformational level as opposed to the transactional level in order to create sustainable behavioural change for long-term success. We deliver in-house corporate programmes globally that are tailored to meet the specific needs of our clients.

Coaching is the essential leadership and management style for any manager or leader. For example, a coaching approach when giving feedback creates awareness, responsibility, motivation and growth. This and other skills, tools and behaviours you will learn will help you to lead and support the development and increased performance of individuals and teams. By using a trust-building coaching approach you can help people realize their potential and gain a sense of purpose in the workplace.

“Unequivocally the best training I have experienced in my entire 40 year career! Every person who is a people leader should go through this. This course makes sure skills are retained & sustained.”

Corporate HR Manager, International Manufacturing Company (Client company wishes to remain anonymous as they see it as such a competitive advantage)

Coaching for Performance is designed for:

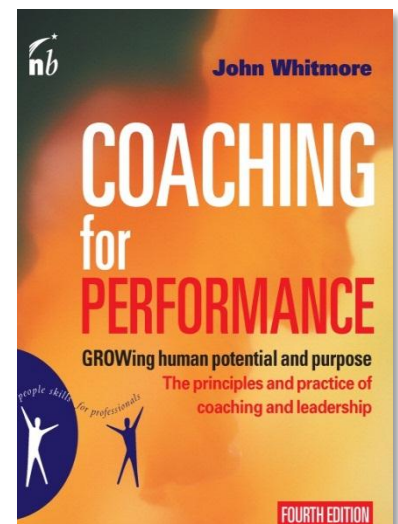
- Leaders wanting to develop a coaching style of leadership
- Managers wanting to develop a coaching style of management
- Leaders seeking to spearhead organizational change
- HR Business Partners looking to build strong partnerships
- HR professionals looking to retain and develop talent

Please note that we also offer this as a ground-breaking coach training programme for manufacturing environments that is integrated with technologies such as LEAN.

What will you learn?

Over the course of 2 days, the programme will introduce you to the principles and practice of transformational coaching, including the GROW model, to allow you to discover the power of an authentic coaching style within organizations. Participants will:

- Bring their own experience and address real-life management situations to learn best practice in setting goals, managing progress, giving feedback and coaching
- Learn how to use coaching in different situations, be able to apply this in their own day-to-day work, and create an environment which is both supporting and challenging
- Experience and practise fundamental coaching and feedback skills to build and sustain a coaching relationship within the team, in order to increase team engagement and productivity
- Support each other through practice with peers
- Start with their own self-awareness and then be able to initiate team dynamics where individuals realize their potential



Available in multiple languages globally, **Coaching for Performance** is built on the work of senior industry leaders Sir John Whitmore, Tim Gallwey and Gita Bellin. For more than 30 years their work has supported corporations looking for better ways to lead and manage change while developing personal and professional excellence.

For further information or to book onto a programme, contact David Brown on +44 (0)20 7373 6431 or email davidbrown@performanceconsultants.com

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Overview	
DAY ONE	DAY TWO
Listening and Attention	Coach-like Leadership
GROW model	Attitude & Structure
Powerful questions	Coaching Feedback
The Inner Game	Emotional & Social Intelligence
Coaching potential	Support & Challenge
Overcoming interferences	Co-Created Agreements
Accountability	Accountability & Follow-up
	Leader AND Coach
<i>Coaching Practice and Feedback</i>	
<small>PERFORMANCE CONSULTANTS INTERNATIONAL</small>	
<small>6</small>	

How is the programme delivered?

Our approach to training is not a traditional classroom training. Helping groups of leaders and managers to develop a coaching style of leadership requires specialized facilitation skills and expertise, consolidated by authentic coaching behaviours. We call this “Experiential Coach Facilitation”. As the name suggests, the style is highly experiential (versus theoretical) and interactive, and takes advantage of Accelerated Learning Techniques and Adult Learning Theory. Participants find our training style inspirational in itself.

“One of the best facilitated programmes I’ve attended – very good content and empowering support.”

Dan Jacota, Regional Director Eastern Europe, ISS World Services

Project management

Our projects are supported by our expert, dedicated Project Management Team who work to PRINCE2 standards to ensure everything is taken care of and smooth delivery is a constant in any location.

Evaluation

Evaluation is one of our key strengths. Uniquely we are able to show the impact on the bottom line of our engagements using our *Coaching for Performance ROI* evaluation.

Will you receive a qualification or certificate?

On fulfillment of the 2 day course requirements, participants receive a Certificate of Professional Development signed by Sir John Whitmore who pioneered coaching in the workplace over 30 years ago. Importantly, even though our programmes are designed for leaders and managers to develop coaching skills rather than to become coaches, all our programmes are aligned with the International Coach Federation (ICF), the only coaching body that is globally recognized.

Looking to develop a coaching culture within your organization?
Talk to one of our expert consultants and benefit from our 30 years of experience.

We also offer:

Exclusive one-to-one programmes

We can provide exclusive one-to-one trainings to meet the development needs of individuals in your organization.

Executive coaching

One-to-one coaching for individuals to support them in achieving their full potential, with a focus on what they want to achieve now and in the future.

Train the Trainer (TTT)

We work with clients worldwide to tailor coaching programmes as well as equip in-house coach trainers with the necessary knowledge and skills to deliver them. Once your trainer has successfully completed a TTT programme, they will achieve accreditation as an approved Performance Consultants coach trainer able to roll out coach-training programmes internally.

About Performance Consultants International

Performance Consultants International have been pioneers and thought-leaders in the fields of coaching, leadership, sustainability and transformation since the 1980s. We provide executive coaching, team coaching and coach training programmes to our clients globally on 5 continents. We believe that **growing people, performance and purpose** through coaching, leadership excellence and a “whole systems” approach is the key for any company or organization with the intention to be a true leader in their own field or industry.

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What our clients say

Novozymes

Training Details: Coaching for Performance (2 days) delivered by Performance Consultants facilitators, 4 countries, approximately 100 participants, training in English.

“Performance Consultants International’s coach training programmes are excellent quality – and delivered by fantastic facilitators. In addition to this, I would recommend Performance Consultants because they really listen to what the client needs and then tailor solutions to this. Of the programmes that we offer, this programme is one of the highest rated by our participants, who consistently rated it as being over 4.5 out of 5.”

Tina Gaarn Christensen, Senior Manager, FIL Strategy and Organization, Denmark

Medtronic Inc.

Training Details: Coaching for Performance (2 days) delivered by both Performance Consultants facilitators and TTT in-house trainers, 14 countries, approximately 1,500 participants, languages: Chinese, English, French, Italian, Japanese and Spanish.

“Our participants are consistently delighted with the Coaching for Performance programme delivered in-house by Performance Consultants International. The programme receives excellent ratings on an on-going basis of over 4.5 out of 5, this makes it one of the highest rated programmes in Medtronic University. Additionally, PCI has partnered with us to address suggestions from programme evaluations and also with updating training materials when necessary. We had an excellent train the trainer programme that enabled us to train subject matter experts to facilitate this course globally. As a result, we were able to offer additional classes and saw an increase in enrolment.”

Priya L. Singh, Principal Training Development Specialist, Medtronic, Inc. Minneapolis (US) MEDTRONIC UNIVERSITY

IKEA

We equipped their managers with coaching management skills to complement their values and build on the work they had done to date. We also created a 50-page *Coaching and Feedback Workbook* to support the adoption of a coaching management style to strengthen IKEA’s unique culture and ensure the continued success of the IKEA concept.

Training Details: Performance Coach Management (2 days) delivered by Performance Consultants facilitators, 80 participants; TTT for 12 in-house trainers for internal roll-out, 750 participants, training in English.

“Having been involved in many aspects of training within IKEA at all levels over the past 10 years, the Coaching Programme facilitated by Performance Consultants was miles ahead of any in-house programme relating to Coaching that I have been involved with and the business results speak for themselves.”

Phil Rogers, UK Top Talent Development Director

MasterCard

Training Details: Coaching for Performance tailored to create a 1 ½ day “Coaching for Impact” delivered by both Performance Consultants facilitators and TTT in-house trainers, 15 countries, 1500 managers, training in English.

“We have been working with Performance Consultants for over 3 years. Performance Consultants tailored their Coaching for Performance programme to create a 1 ½ day “Coaching for Impact” programme for us which we rolled out to 1400 managers in 15 countries. One of the key objectives of the programme was to improve our Employee Engagement - we have seen significant improvements and the programme is recognized as a great success by our senior management.”

Don K. Carter, Business Leader, St Louis (US), Management Development | Global Talent Development & Org Effectiveness



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