

COACHING & DEVELOPMENT

Our Coaching Philosophy

Provide coaching services through a confidential customized approach to help clients prepare realistic, practical and effective plans to develop the knowledge and skills they need to achieve their business goals. Our clients provide the commitment and enthusiasm to achieve their development objectives.

Types of Coaching

- **Transition Coaching:** Get clients in new roles up to speed quickly.
- **Targeted Coaching:** Help clients acquire new skills.
- **Performance Coaching:** Improve work performance to ensure clients meet standards expected.
- **Developmental Coaching:** Help clients to develop capabilities needed for future roles.
- **Career Coaching:** Help clients enhance personal satisfaction and long-term career opportunities.
- **Executive Coaching:** Ensure executive breadth and depth for building and leading the organization.

Maximize your Investment

- Studies in the area of human resources development continue to demonstrate that one of the most effective ways to ensure that a company receives maximum value for dollars invested in training is to provide participants with an implementation process through coaching and development.
- Research shows that ongoing reinforcement, encouragement and support through coaching and development significantly increases the chances for "activation or application" of new learning, back on the job.

Our Needs Assessments Tools

A variety of assessment tools are used to conduct coaching analysis.

- Interviews
- **DYNAMIX[®]** Personal Performance Profile
- Team Performance Profile
- Sales Performance Profile

THE CHALLENGE

We all need to get more done, faster, with less resources. The expectations are high and we need to perform at our best. One of the most effective ways to improve performance is to be coached towards agreed-upon development goals.

Coaching & Development is a confidential, highly personal learning and development process geared to bringing about effective performance improvement and personal growth, as well as improved business results.

THE BENEFITS

- An impartial coach that you can confide in and that will listen to you and challenge you to be your best.
- Motivation as you develop your unique abilities and leverage your strengths.
- A step-by-step action plan so that you will achieve more of your goals in a shorter time frame.
- New skills and knowledge and a chance to practice these skills in a safe and encouraging environment.
- Honest feedback on observations and interactions with you.

Coaching process:

1. Initial meeting with client to establish/agree on development target(s).
2. Facilitate the creation of a Personal Development Plan.
3. Develop a written Coaching Outcomes Contract.
4. Ongoing Coaching & Development.
5. Completion, accomplishment and celebration.

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