

# Performance Coaching

## Benefits And Results Of Performance Coaching

Performance coaching provides a proven approach and practical tools for turning performance feedback into improved results.

It enables individuals to achieve specific objectives and results within specified time frames. By exploring with the individual the mental blocks to achieving excellence and realising potential, and works with them to successfully address these.

The results achieved with Performance Coaching include:

- Individuals gain better competence and overcome barriers to improving performance
- It makes the difference between average performance and high performance
- It enables the individual to turn the feedback that they have received about their performance into realistic and practical performance improvement plans
- It enables clients to be able to implement the performance improvement plans with the coach's help
- Enabling the client to gain better competence and overcome barriers to improving performance

## Suitable For

For individuals who have an identified performance issue with either specific objectives or behaviour gaps.

Also for individuals who want to achieve specific performance enhancements, as opposed to the rectification of a performance issue.

As well as helping high performers to continue to build upon their performance excellence and growth.

## Aim Of The Performance Coaching Programme

To achieve a visible & sustainable performance improvement to address a specific performance issue or objective.

To increase the effectiveness and productivity of managers and executives.

## The Performance Coaching Programme

A performance coach engages the client by giving effective feedback; enabling action; encouraging development of performance improvement plans; and tracking and monitoring the results.

## The Performance Coaching Framework

The coaching model used in the carrying out of the Performance Coaching programme is G.R.O.O.W.

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**Goals:** client and coach identify and agree objectives that are to be achieved by the end of the coaching; objectives are linked to a longer-term goal with a time frame

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**Reality:** the coach helps the client to analyse the present reality in detail, and discuss the implications of the objectives and long term goal; through skilful questioning and active listening skills, the client is helped to assess the current situation in considerable depth:

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depending upon the nature of objectives to be achieved psychometric questionnaires can be used

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**Obstacles:** coach works with the client to identify the obstacles that would prevent them from achieving the objectives and long term goal; the client is encouraged to look for obstacles in themselves as well as within the environment and organisation

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**Options:** client works with the coach to identify and appraise all the possible approaches to achieving the objectives and long term goal, and overcoming the obstacles; each option is considered on its merits and options of combinations are considered

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**Way Forward:** client with the help of the coach puts together an action plan of specific steps to achieve the objectives and long term goal; taking into account the internal and external factors that might hinder progress

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## Coaching principles

JSS Management Consultants are committed to maintaining & promoting best practice. Our Coaching Code of Conduct:

- ensures the highest standard of professionalism at all times
- creates the safest environment for individuals to be coached within
- promotes best professional practices