

# Coaching Programmes for Middle Managers

## Performance Improvement coaching

Without personal development we become trapped in a comfort zone that prevents us and the company from growing. To deliver true performance we need to be pushed out of our comfort zone and into the stretch zone. It is here where all the magic happens, and managers learn new things and develop new ways of doing things and then they ultimately perform.

This constructive but high challenge coaching programme puts managers into their stretch zone in a controlled one to one environment with a professional executive coach. The programme holds the mirror up and challenges managers to face realities they may have in the past denied. By doing this we break down barriers and deliver.

The performance improvement programme is designed to drastically improve performance for individual middle managers in your organisation who hold key influencing roles or are key stakeholders for the success of the business. Senior leader, partners, presidents and exec level board members should all consider this programme, providing that they are ready for it.

The programme is delivered in a one-to-one in format. With the coach and coachee meeting once a month for an initial 6 months but looking for 12. There would be one coaching session per month and this session will last 2 hours. Total programme one-to-one time will be 12 hours.

There will be a profiling assessment at the top end of the programme to start the programme off. This assessment will be tailored to the individual and what they, and the organisation want to achieve out of the programme. This may include 360 deg., EQI, MBTI, Belbin, Hogan, insights, Lumina, Thomas International, Heartmath or other.

For a performance programme to deliver it must be assessed against the performance criteria identified for the individual, we will therefore conduct a pre-coaching one-to-one assessment on the coachee to identify

- What does the leader want to achieve personally?
- What does the organisation wish to achieve for the leader?
- What are the performance criteria we are looking to develop?
- Signs of what success will look like for this programme.
- Identify measures of success.

### Who's it for

Anyone manager who needs their performance radically improved.

**How does it work?**

