

# Coaching for Performance Excellence: A key requirement for creating a High Performance Culture A 2-Day Leadership Programme



Coaching is not just about achieving goals. It is also about revealing the magnificence of who you are at your core”

- Chris Lucerne -

## Great Leader Managers need to be ‘great coaches’! WHY?

“Never before in history has change and development been this fast and never again will it be this slow”  
(Anonymous).

The speed of change makes it nearly impossible for any individual to keep track with technical and knowledge developments. Another fact; As one progresses up the Management Ladder, there is a need to acquire a totally new skillset; this includes *Leadership behaviours; Strategic competencies, EQ and Interpersonal skills.*

The historical solutions in the form of Leadership programmes or formal academic qualifications are also not quite cutting it. This is where coaching comes in!

At Treetops we believe that coaching is **the most important and fundamental task of any leader/manager**. The Leader’s task is to grow and develop their immediate team members by engaging them in a structured journey based partnership with clear outcomes. The Treetops Coaching for Performance Excellence course is aimed at equipping managers with the mind-set, skills and techniques to build organisational capacity.

### Outcomes of the programme

Knowledge and Understanding	Skills and Competencies
<ul style="list-style-type: none"> <li>i. The importance of coaching in today’s volatile business environment</li> <li>ii. You the manager - You as Coach</li> <li>iii. Coaching a process and journey</li> <li>iv. Coaching and Performance Management</li> </ul>	<ul style="list-style-type: none"> <li>i. The following key coaching skills: <i>Listening; Feedback; Contracting for execution; Communicating with impact; Engagement; Ownership and Accountability; Commitment</i></li> <li>i. Applying the Coaching process</li> <li>ii. Maximising commitment</li> <li>iii. Monitoring progress and performance</li> </ul>

### Definition of Coaching

“Coaching is an enabling process to increase performance, development and fulfilment. It maximises performance by identifying targeted outcomes that are in alignment with business and personal needs”

Adapted from Alexander -



# AGENDA

<b>i.</b> Coaching in the New New	<b>v.</b> Key coaching skills: A personal audit
<b>ii.</b> You the Coach	<b>vi.</b> Identifying coaching needs
<b>iii.</b> Coaching: What it is and what it is not	<b>vii.</b> The Coaching process - A Journey
<b>iv.</b> Qualities and attributes of an effective coach	<b>viii.</b> Coaching strategies for execution
<b>ix.</b> Sustaining performance	

**A recent study by the Fortune 500 Company Metrix Global reported a 529% Return On Investment and significant intangible results**

## Method

Highly practical and interactive with ample opportunities for practicing coaching skills.  
The programme is also supported with follow-up assignments

## Duration

2 days

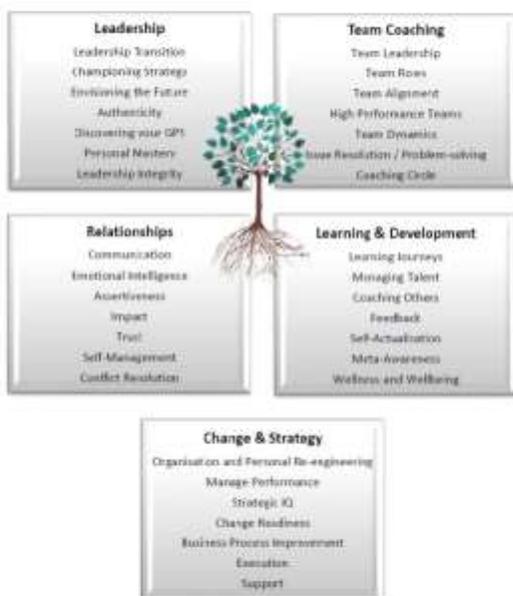
The programme is a SAQA Unit Standard 113909; Accredited with the SABPP

## Investment required

- Public programme: R4800.00 + VAT per person
  - *Dates: 11 - 12 August 2016 & 19 - 20 October 2016*
- In-house Programme: Daily training fee will apply

## Treetops Coaching Model

Our coaching services cover the following areas:



*Treetops: Your collaborative coaching partner; facilitating processes for individuals and teams; To understand, learn, grow and maximise potential and performance.*

## Feedback from participants

- “Truly excellent workshop to unlock better leadership”
- “I am grateful that I attended the Coaching course you were amazing. Thank you so much, my life will never be the same”
- “You made me realize I can “and nothing can stop me” from achieving my goals. Much appreciated”
- “The best workshop ever”

**“Coaching is releasing a person’s potential to maximise their own performance. It is helping them to learn rather than teaching them” - Downey -**