

## Coaching for High Performance

### An “Untraditional” Management Model for Managers

Coaching for High Performance is a program designed for organizations that are ready to move beyond “traditional management training” for growing their leaders and implement a coaching management model for communication and active feedback. Active feedback or coaching in the moment, has been proven to increase performance and create strong, sustainable, vibrant workplaces that breed natural leadership skills.

Coaching for High Performance is for leaders at all levels. This is not just about giving the most ‘senior executives’ access to 1:1 coaching, this is about teaching coaching competencies and skills to all managers, so that they can more effectively leverage the strengths of their team, as well as work through change and conflict in a more productive manner.



To be an effective leader (at any level) in today’s workplace, you must be an effective coach. In fact, coaching and developing others, is often a key competency on most development plans or assessments.



Let’s face it, creating behavior changes and getting results is ALL about relationships and communication. However, to be an effective coach, it requires a level of emotional intelligence that for some can often be quite uncomfortable. It requires leaders to rely less on their technical and directive skills (the ones that got them to where they are today) and more on their personal and interpersonal skills.

Coaching for High Performance teaches managers how to effectively use their strengths and develop coaching skills to drive high performance results:

## 3 Levels of Listening

- **Powerful Questioning**
- **Reflection/Clarification**
- **Planning/Accountability**

In practical terms it means managing performance, accelerating growth, *giving continual feedback*, encouraging direct communication, confronting issues head-on and resolving conflict. It also means building a next

generation workforce, encouraging diversity, increasing engagement and inspiring new ideas and approaches.

### **Bottom-line:**

Halo Partners’ Coaching for High Performance program is designed to help companies big and small embrace a coaching culture that will help them to cultivate a new level of personal leadership among their employees.

## CHFP PROGRAM OVERVIEW



During the first module, participants do a deep dive on their own personal leadership style and dig into their strengths and blind spots. In the second module, they will learn the key attributes of a coaching culture and begin to learn the basic coaching skills through

interactive exercises and demonstrations. In the final module, we dive deeper into the coaching experience, using various scenarios, a focus on conflict-management, and discussion around personal coaching styles.

## How We Work

While one size doesn't fit all, we work with each client to tailor our program to meet your specific needs. In addition, we don't leave the learning in the classroom. We believe that in order to be a good coach, everyone must learn how to

be a good client. Therefore, as your leaders go through the classroom components of the program, their learning is anchored through group coaching and 1:1 individual coaching with a certified ICF credentialed professional coach.

## About Halo Partners LLC

At Halo Partners LLC, we work with leaders, teams and organizations to develop the potential in your people, increase your impact, build your brand, and create success. We have assembled a large collaborative team that can engage with you to develop your people at multiple levels. We offer all levels of coaching (1:1, team, leadership) as well as workshops and train-the-trainer programs. If you need to

scale up, we have experienced ICF-certified coaches on board. If you need other realms of expertise, we have collaborative partners to serve your needs.

For more information, go to [www.halopartnersllc.com](http://www.halopartnersllc.com) or email [info@halopartnersllc.com](mailto:info@halopartnersllc.com).