

‘Performance Focused’ Leadership Coaching What, Why, & How

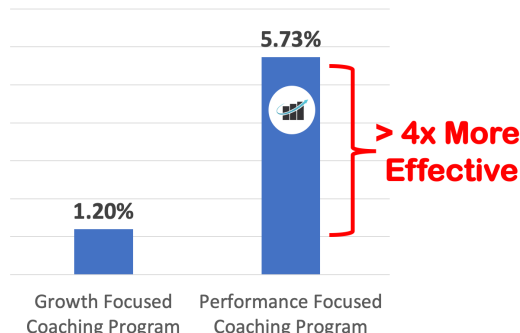
1. What is Performance Focused Leadership Coaching?

One of the BIG secrets to success in all High Performance Teams is Leadership – specifically the attitudes, skills and behaviours that leaders use to bring out the best in all team members. Leadership Coaching is about helping leaders bring out the best in others, and Performance Focused Coaching programs play an essential role in developing the skills and capabilities leaders need to build High Performance Teams.

2. Why Use Performance Focused Leadership Coaching?

Leadership Coaching programs usually fall into two camps – Growth Focused Coaching Programs (focused on supporting a Leaders Personal Growth), OR Performance Focused Coaching Programs (focused on supporting leaders improve their Teams Performance). The quality of leadership exhibited by Team Leaders has a the direct link to team morale and collective efficacy. When compared to traditional Growth Focused coaching programs, Performance Focused Leadership Coaching Programs have a 4x greater impact on team performance. Because of this Performance Focused Leadership Coaching programs are ideally suited for Leaders at all levels (from front line team leaders to the C-suite) looking to make a positive measurable impact on organisational performance .

Performance Focused Coaching & Team Performance



3. How Do Performance Focused Coaching Sessions Work?

Sessions can be run one-on-one, or in group cohorts of 4 to 6 leaders. A typical leadership coaching session runs for 60-90 minutes on a fortnightly, monthly, or bi-monthly schedule, and can be done in virtual or face-to-face formats. Sessions focus on coaching both the 'hat' and the 'person'.

Sessions focus on resolving both the 'hot issues' and 'strategic challenge's that leaders are facing. Sessions are led by a Master Coach who use a structured agenda to ensure that leaders' needs are met and that sessions are Inclusive, Supportive, Proactive, Strategic, and that leaders are Accountable for their goals.

Leaders' arrive to coaching sessions highly focused and ready to tackle their most critical issues by completing a personal Leadership Update Tool pre-session.

DrPeteStebbins.com		60min Agenda 4 Px	
HIGH PERFORMANCE LEADERS & TEAMS		iBP®+Train!	
	<p>Missives</p> <p>WELCOME! SUPPORT! ACCORDANCE! GROWTH! & AWARENESS!</p> <p>Introduce to Learning Plan, 1st Step: Share Your Own Story (What You Want, What You Need, What You Can Do)</p> <p>Character Builder & Ground Rules (esp. Confidentiality)</p> <p>Warm Up</p> <p>One word Movement & Level 12 Conversation Starter</p>	Chair	
Item 1 (Inclusion)			4 mins
Item 2 (Support)	<p>Individual Leadership Update (in 3 x 5 min each)</p> <p>Each person shares a summary from their weekly update (not necessarily on Leadership but on anything they want to share) & "Leadership by Challenge" actions (learning to learn) to help them move otherwise into new territory (what's next...)</p>	All	12 mins
Item 3 (Practice)	<p>Hot Issues</p> <p>Step 1: Check for issues arising out of session and call for any themes - select 1st topic & majority to discuss</p> <p>Step 2: 1st 4 7 minute 15 mins issues discussed in 7 minute cycles (1st explain, 1st note, 2nd clarify, 2nd issue discussed and 2nd explain)</p>	All but last to summarize	23 mins
Item 4 (Strategy)	<p>Quick Study / Article / Short Story / Data / Video / Journal Article or Case Presentation (choose from 1st 4 items) DON'T STOP IF YOU'RE POSSIBLE!</p>	Quick speaker	10 mins
Item 5 (Accountability 1)	<p>Priority Setting (Focus - Next 30 days)</p> <p>2 minute updates on how leadership activities to Lead Up school performance over next 30 days (in 2 min each)</p>	80% or more	2 mins
Item 6 (Accountability 2)	<p>Next Steps: Barometer & Takeaways</p> <p>Barometer: Barometer 1 & 2</p> <p>Close</p> <p>Next Steps: Barometer 1 & Next Meeting Plan / Next Meeting / Next Meeting / Next Meeting / Next Meeting</p> <p>Next Steps: Barometer 1 & Next Meeting Plan / Next Meeting / Next Meeting / Next Meeting / Next Meeting</p> <p>Next Steps: Barometer 1 & Next Meeting Plan / Next Meeting / Next Meeting / Next Meeting / Next Meeting</p>	Chair & Moderator	5 mins
	<p>Ground Rules (Red Card Yellow Card Visual: available)</p> <p>1. Grounds and Team Rules (Red Card: Visual: available)</p> <p>2. Barometer Debate (Red Card: Visual: available)</p> <p>3. Accountability (Red Card: Visual: available)</p> <p>4. Leadership (Red Card: Visual: available)</p> <p>5. Leadership (Red Card: Visual: available)</p> <p>6. Leadership (Red Card: Visual: available)</p> <p>7. Leadership (Red Card: Visual: available)</p> <p>8. Leadership (Red Card: Visual: available)</p> <p>9. Leadership (Red Card: Visual: available)</p> <p>10. Leadership (Red Card: Visual: available)</p> <p>11. Leadership (Red Card: Visual: available)</p> <p>12. Leadership (Red Card: Visual: available)</p> <p>13. Leadership (Red Card: Visual: available)</p> <p>14. Leadership (Red Card: Visual: available)</p> <p>15. Leadership (Red Card: Visual: available)</p> <p>16. Leadership (Red Card: Visual: available)</p> <p>17. Leadership (Red Card: Visual: available)</p> <p>18. 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