

Coaching for Peak Performance



PURPOSE OF WORKSHOP

Nothing is more important to the success of a manager than his/her ability to be a successful **COACH**. No development process is more effective in helping one become a successful coach than the Hayes Process. Each participant will leave with three valuable Workshop Outcomes:

- 1) **A specific, accurate assessment of their Coaching Skills.** In addition to assessing coaching skills, the Job Relations Inventory (JRI) provides an in-depth analysis of the participant's direct reports.
- 2) **Practical strategies for retaining high-potential employees and increasing employee motivation –** Based on a coaching game plan in which the focus is personal priorities.
- 3) **Hands-on skill development: Enhanced Coaching Skills where it really counts.** Real world practice sessions that go far beyond the normal training process – three video recorded skill development practices in which individual specific coaching needs are addressed.

VIDEO RECORDED PRACTICE AND FEEDBACK

This two-day workshop gives participants several opportunities to practice developing their coaching and feedback skills. Acclaimed worldwide as the premier coaching process and workshop, over 160,000 people have been trained in coaching and management skills using a video recorded process that many say is the “real thing.”

DAY ONE

- Introduction/Outcomes
- The Manager/Leader as a Coach
- Results of the Participant's Personal Coaching Assessment (JRI) - Including Complete Motivational Profile of Employees
- Work Session - Developing the Participant's Personal Coaching Game Plan
- The Coach as Motivator
- Coaching through Improved Communication and Participation
- Coaching by Providing Clear Direction - Goal Clarity and Objective Setting
- Coaching through Positive Expectations and Recognition
- Coaching through Developmental Feedback - Performance Improvement

DAY TWO

This day is almost entirely dedicated to "Learning through Doing," with each participant practicing two different coaching skills. The two coaching skills the participant chooses to practice are identified through the summary report (Coaching Playbook) and determined by the JRI assessment on what is identified as improvement needs. Special focus is given to what the employees' motivation profiles revealed they needed from their manager in order to be even more motivated.

Each person uses his/her own real world situations for the practice sessions. These sessions include private video recorded sessions with small group playback and analysis. The trainer-to-participant ratio in the skill practice groups is 1 to 5.

MEET THE WORKSHOP LEADERS



Michael D. Comer, DM

Mike is Consulting Partner and Leader of the Training Division for The Hayes Group. He brings over 20 years of experience in leadership development and change management. Mike's doctoral studies are in organizational leadership, where he focused on how personal passion affects leadership behaviors. Mike served as a leader in Accenture's change management services area prior to The Hayes Group.



Marge Z. Hayes, MS

As Managing Partner in The Hayes Group Marge has helped hundreds of people to become effective leaders. From her organizational development and improvement processes experience, Marge brings hands-on expertise in organizational effectiveness, bringing over 25 years of internal organizational experience which she gained while at Westinghouse Electric as Organizational Development Manager.

Note: Workshop leaders may vary.

COACHING FOR PEAK PERFORMANCE WORKSHOP REGISTRATION

DATE: February 18-19, 2010

DATE: March 10-11, 2010

DATE: April 14-15, 2010

DATE: June 23-24, 2010

LOCATION: Winston-Salem, NC

LOCATION: Dallas, TX

LOCATION: Phoenix, AZ

LOCATION: San Francisco, CA

FEE: \$1,200 per person. Fee includes workshop materials, continental breakfast, lunches, and selected essays and books on coaching. Fee does not include transportation or hotel accommodations.

Name:

Title:

Company:

Address:

Telephone:

E-Mail:

Location Attending:

Send Invoice To: (Name, Title, Address, E-mail)

To register, please call Bob Poole at (336) 765-6764, or print and fax this registration form to (336) 765-7781. For more information, email bob@thehayesgroupintl.com.

Cancellation Policy: *If your registration is cancelled within three weeks of the workshop, you will be invoiced a \$100 cancellation fee. If cancellation is within two weeks, no refund is allowed, but you may attend another workshop within one year of cancellation.*