



Coaching Camp

The Premier Coaching Program For Managers And Front-Line Supervisors

Why Purchase This Program?

How can managers and supervisors motivate their direct reports to *want* to come to work, meet and exceed performance standards and expectations, provide world-class service, and commit to continuous improvement? Without training, managers and supervisors only know how to lead, manage, and coach based on what they experienced when they were employees. Coaching Camp enables people to make the transition from “super worker” to effective leader. The program is highly interactive. Participants learn the key disciplines that drive results and lead to higher levels of performance.

Who Needs To Attend?

Managers, project managers, supervisors, team leads, and performance leaders who work on self-directed work teams.

What Will They Learn?

During this program, participants will learn:

- **The difference between evaluation and coaching.** How to move from measuring results to improving results.
- **How to gain buy-in to change.** The number one skill that distinguishes top-performing leaders.
- **The two factors that improve performance.** Distinguishing between attitude and ability, will and skill. How to diagnose the root cause of a performance problem.
- **The coaching mindset of continuous improvement.** How to apply the Plus/Delta approach to create a positive focus on changing behaviors and producing better results.
- **The Four Keys To Coaching Successtm.** The four areas where the most successful coaches in any field are continually focusing to increase their personal effectiveness.
- **The Six Ways To Take A Positive Approachtm.** Communicating desired changes “on the fly” in a way that gains buy-in and results and turns any situation into a coaching opportunity.
- **How to conduct effective meetings.** Using brief “stand ups” to inform and inspire. Training new skills with the ESPtm approach.
- **The power of positive feedback with the 5 S Criteriatm.** How to maximize the effectiveness of one of the most under-utilized coaching tools available.
- **Providing complete feedback with the ABCD Feedback Modeltm.** The most powerful tool available to accelerate personal development, gain buy-in, and improve key results.
- **Coaching during the game.** Moving from critic to coach in a way that builds teamwork, gains buy-in, and accelerates performance improvement.

What Materials Will I Get?

Participants complete a pre-class assignment with Your Coaching Assessmenttm and The Four Keys To Coaching Successtm. They receive a detailed Coaching Camp workbook with articles outlining key principles and practices, real-world examples, skill models, activities, and role plays.

You also receive a comprehensive Trainer’s Kit which includes everything a facilitator needs to deliver the program. This easy-to-use guide features complete, step-by-step directions for presenting the workshop and conducting the learning activities, along with key content points and suggested responses to questions and activities. It also includes a PowerPoint presentation, all necessary handout materials, and a special section of Trainer’s Effectiveness Notes presenting state-of-the art adult learning and delivery techniques.

How Long Is The Program?

The program includes two complete days of learning activities. You can deliver the program as a single workshop or conduct each module on its own.

How Do I Get More Information?

Call Kerry Weiner Elkind at 415-876-8401 or e-mail kerry@elkindgroup.com.