



# Adaptive Coaching for Leaders ©

*Developing Talent in Others*

## Workshop & Feedback 360

*Help others:*

**Achieve Results**  
**Reverse Low Performance**  
**Accept Greater Responsibility**

### **Increase Your Impact** *become someone's Coach of the Year*

Knowing when and how to shift gears from **Hand's On...** to a **Hand In...** to a **Hand Off ...** is critical to developing others. Each require a distinct Style and Focus, yet most coaches get stuck in one gear.

Mismatches are frustrating and costly. Adapting well creates rapport and develops those you coach.

You'll learn what it is great coaches are doing when they are at their best, and how to apply a simple framework to help you 'Read and Respond' effectively to any situation you face.

### **Manage Performance** with 'Organized Common Sense'

- A Common Language and Framework around performance
- Agreement on Performance Goals and Coaching Styles
- Tracking and Communicating Progress

### **Adaptive Coach – 360** © *Companion Feedback Tool*

Find out how others experience you as a coach and get non-judgmental insight on your coaching strengths and growth opportunities. While this tool is a significant enhancement to the workshop... it is optional.

### **A Highly Interactive Workshop For:**

*Leaders at any level*

*Team Members* wanting a more positive influence on others

*Organizations* with:

- A need to Manage Performance and Track Progress
- Leaders promoted for technical expertise
- Leaders who 'Over or Under' Manage

