

## PROFESSIONAL DEVELOPMENT PROGRAMS

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**8:30 AM–4:30 PM**

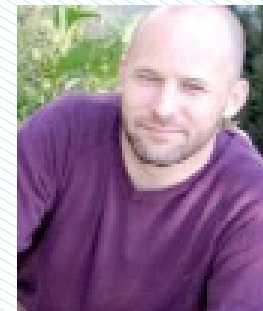
# COACHING AND EVALUATING PERFORMANCE

Coaching and Evaluating Performance is designed to enhance a leader's management skills and prepare him or her for the changing demands of today's workforce. Shifting from a directive or "telling" style to a coaching approach is essential in today's workplace. A manager's ability to provide regular coaching is critical to ensuring that individuals, and the team, reach their peak performance.

This session will introduce participants to concepts and skills that can be used to provide coaching to either develop the skills of staff members or correct performance issues. Participants will also explore the performance review process and how to conduct performance appraisals.

## THIS PROGRAM WILL HELP LEADERS:

- Describe how your personality style influences your coaching style.
- Use an analysis tool to identify the root cause of the performance issue.
- Demonstrate the first step of the coaching conversation.



**Matt Becker**

*Deb Graham understands human behavior and its implications for accelerating business change. She translates strategy into action and finds using a strong understanding of change management principles assures the success of important business initiatives. As a seasoned organization effectiveness professional, Graham has worked as a business leader and a consultant with leaders across the globe to custom design and deliver leadership programs.*

*Graham earned a master's degree in organization development from Pepperdine University and holds certificates from Fielding Graduate University in coaching and the University of Southern California in organization design, Lominger competencies, and Hogan, MBTI and Insight assessments.*