

Enterprise Coaching System

Enabling Breakthrough Performance

www.achieveblue.com

Positioning and Learning Outcomes

- Participants learn the art and techniques of coaching that they can apply beyond the peer coaching group – it is real-time learning at its best
- Helps others develop improved behavior at work to be more successful
- Increased problem-solving skills and improved collaboration between peer coaching participants – if members are selected cross-functionally, this process is effective in breaking down organizational siloes.
- Reinforcing and in some cases replacing performance management systems – often considered onerous and ineffective
- A sense of ownership over the process – increased accountability for results

Note:

External coaches can be provided for the initial start of the process or internal coaches can be trained in the methodology.



Peer Coaching

Peer Coaching is typically a 6 to 12 month process

The Process

- The process begins with series of feedback tools that enable team members to gain personal insight into potentially harmful behaviors and the impact those behaviors have on others
- Once feedback is collected and consolidated, participants will each have a personal 90-minute coaching session to determine a preliminary action plan
- This is supported by a ½ day workshop on peer coaching that helps participants to:
 - Finalize their personal action plan
 - Debrief their action plans with their peers
 - Form ongoing ‘coaching quads’ to reinforce the behavior change
- Progress measurement at 3-month intervals
- Attend a webinar at the 3 and 6 month intervals to reinforce the coaching and gain new tips and insights for application

Upon successful completion of this program, participants will have:

- Isolated the most important team behaviors that need to change for the organization to meet its business goals
- Defined specific actions to promote the behavior change
- Identified measures to be tracked
- Identified personal behaviors to address and be held accountable to
- Achieved a more cohesive leadership team committed to working together for the successful growth of the organization
- Established a clear understanding of the behavior they need to change or work on to be more successful in their role day to day
- Created a plan to identify and leverage stakeholders in thier coaching and change process
- Developed action plans to reinforce the behavior change
 - Show measurable successful behavior change
 - Tools and techniques to reinforce behavior change in others
- Increased trust and communication among peer coaching members and stakeholders - breaking down silos for improved business results.

For more information call us at 416-236-3005

SOLUTIONS ALIGNED TO STRATEGY