

## EDUCATIONAL SEMINAR Coaching Your Team for Peak Performance

Practical perspectives from practitioners on how to help your whole team be successful

## Sign-Zone

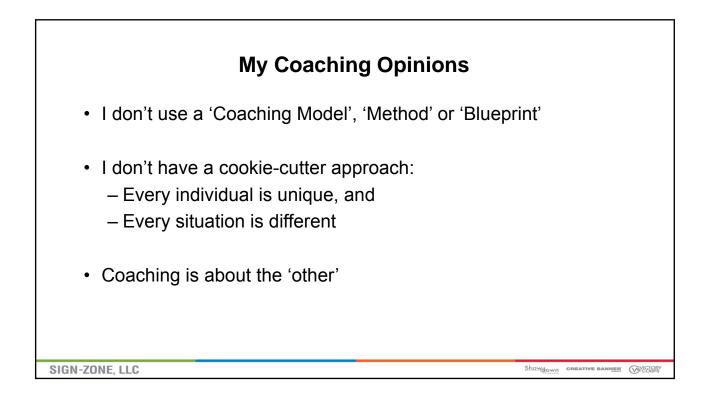
Janet Bearmon, VP of HR



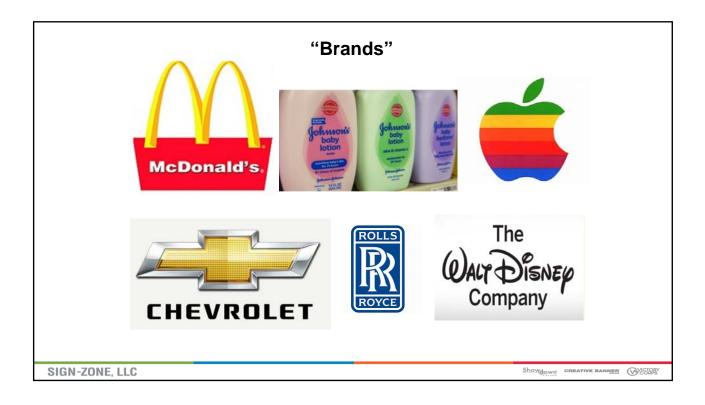


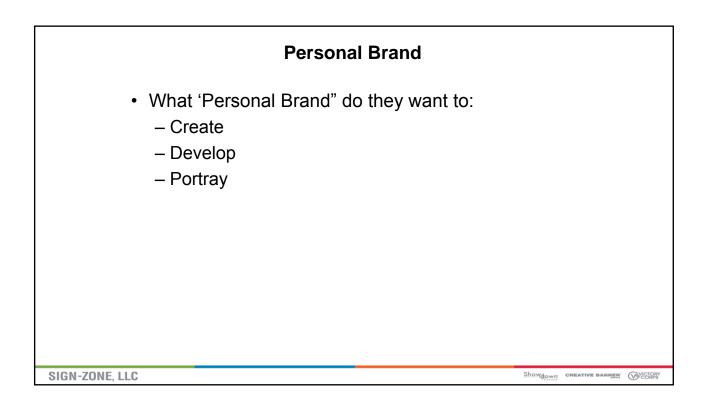






| My Coaching Principles   |          |                 |                         |  |
|--|----------|-----------------|-------------------------|--|
| <u>I must:</u>   |          |                 |                         |  |
| <ul> <li>Earn my employee's respect</li> </ul>                     |          |                 |                         |  |
| <ul> <li>Earn my employee's trust</li> </ul>                       |          |                 |                         |  |
| <ul> <li>I must be vulnerable</li> </ul>                           |          |                 |                         |  |
| Be available   |          |                 |                         |  |
| Empathize  |          |                 |                         |  |
| Reinforce  |          |                 |                         |  |
| <ul> <li>Prove that I care about them and their success</li> </ul> | ;        |                 |                         |  |
| <ul> <li>Professionally</li> </ul>                                 |          |                 |                         |  |
| – Personally   |          |                 |                         |  |
|  |          |                 |                         |  |
| SIGN-ZONE, LLC   | Showdown | CREATIVE BANNER | <b>VICTORY</b><br>CORPS |  |

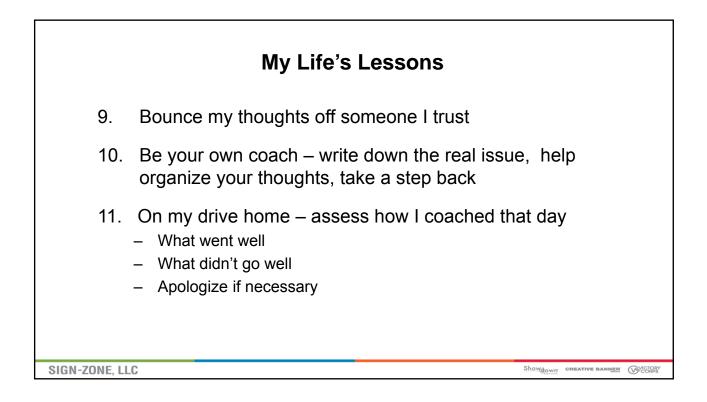




| Instead of:                               | Ask:  |
|---|---|
|   |   |
| Will the project be done on time?         | What are the things that could happen to prevent you from meeting the deadline? |
| Have you tried?                           | What do you think the best solution is?   |
| Why are you?                              | Help me understand how?   |
| Do you have any concerns or<br>questions? | What parts of this project concerns you the most?                               |
|   | What problem are you trying to solve?   |

| My Life's Lessons   |                                |  |  |  |
|---|--------------------------------|--|--|--|
| <ol> <li>Realize that I am coaching with every interaction<br/>employees have with me – for good or bad         <ul> <li>They see me</li> <li>They read what I write</li> <li>They hear me</li> <li>They hear me</li> <li>They hear about me</li> </ul> </li> </ol> | ו my                           |  |  |  |
| 2. My employees cannot read my mind   |                                |  |  |  |
| 3. Tell people what needs to be done – not how to   | do it                          |  |  |  |
| SIGN-ZONE, LLC  | Showdown CREATIVE BANNER CORPS |  |  |  |





| For me  |                                  |
|---|----------------------------------|
| I don't have one 'approach' to Coachi                             | ng                               |
| But   |                                  |
| Every day I just try to do a little bit better<br>the day before… | <sup>-</sup> than                |
| SIGN-ZONE, LLC  | Showdown creative banner Covered |



