

EDUCATIONAL SEMINAR Coaching Your Team for Peak Performance

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

Sign-Zone

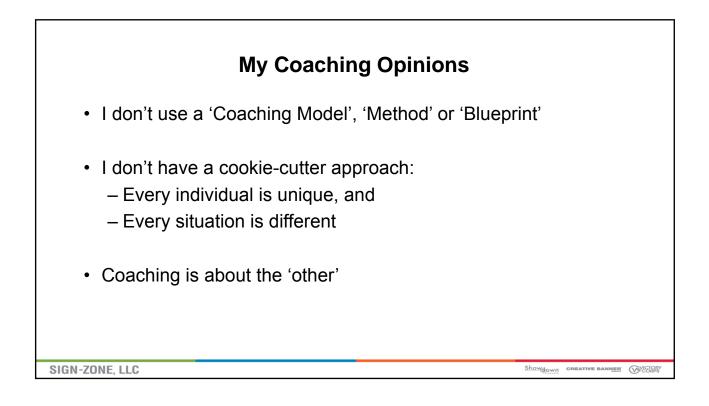
Janet Bearmon, VP of HR



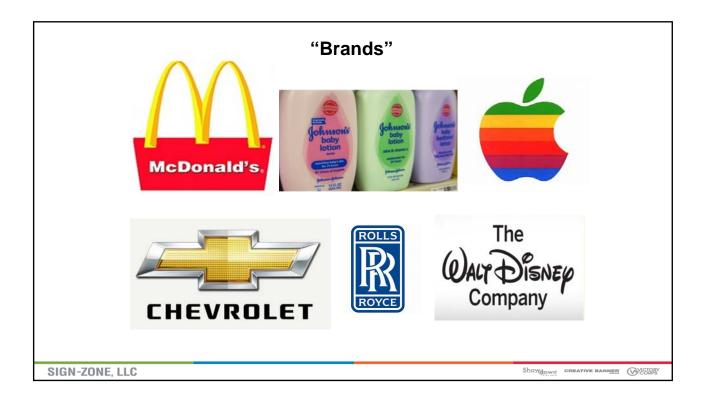


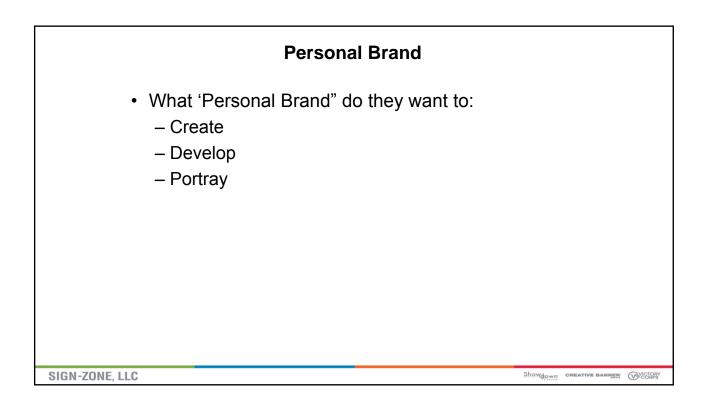






My Coaching Principles				
<u>I must:</u>				
 Earn my employee's respect 				
 Earn my employee's trust 				
 I must be vulnerable 				
Be available				
Empathize				
Reinforce				
 Prove that I care about them and their success 	;			
 Professionally 				
– Personally				
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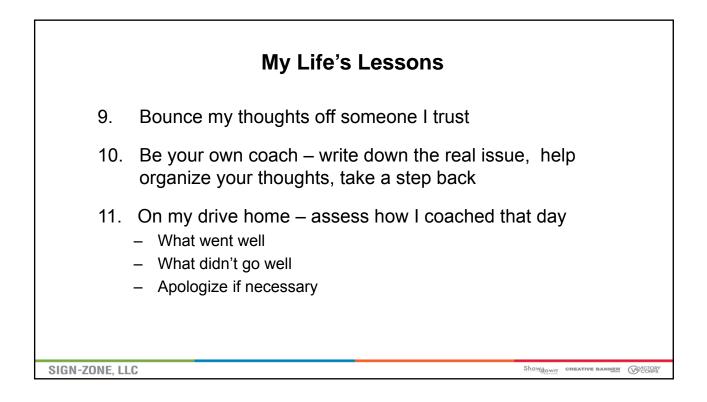




Instead of:	Ask:
Will the project be done on time?	What are the things that could happen to prevent you from meeting the deadline?
Have you tried?	What do you think the best solution is?
Why are you?	Help me understand how?
Do you have any concerns or questions?	What parts of this project concerns you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

My Life's Lessons				
 Realize that I am coaching with every interaction employees have with me – for good or bad They see me They read what I write They hear me They hear me They hear about me 	ו my			
2. My employees cannot read my mind				
3. Tell people what needs to be done – not how to	do it			
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For me	
I don't have one 'approach' to Coachi	ng
But	
Every day I just try to do a little bit better the day before…	⁻ than
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