



THE SOURCE

"Quick Tips- How to Coach and Develop for Peak Performance"

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At TalentQuest, we believe in the power of coaching to achieve peak performance. If you are a manager or leader aspiring to peak performance, then you are tasked with being a coach. The individuals in your organization will not improve without your guidance, input and feedback. This does not have to be a daunting task; instead, it is a simple process that can yield superlative results. In order to coach for Peak Performance, we offer the following tips:

Use the *Coaching for Peak Performance* model:

Vision – Identify the individual's goals and objectives and establish an action plan to achieve those goals. Work with the individual to recognize concrete, observable behaviors to change.

Fast-Forward – Determine when and how the behaviors will be practiced, what obstacles might arise, and how to manage those obstacles effectively.

Game Plan – Plan alternatives with the individual to optimize opportunities for success.

Execute – Devise a plan with the individual to establish when and how to execute the new behaviors, and review progress regularly.

Review – After the individual tries the host of new behaviors, review the various successes, challenges, and unforeseen obstacles with him/her. Mutually plan where and how to approach things differently. The sooner the review steps can be conducted after the behaviors are executed, the greater the 'real time' learning impact.

Provide consistent, constructive feedback. Coaching cannot be truly effective without regular feedback. Make observations of the individual's progress, but also note areas where performance still needs work. Supplement the feedback with concrete tools and tips to increase success. Balance criticism with praise; both are essential to helping the individual learn and grow.

Make coaching a core component of performance management activities.

Coaching is not a 'point in time' activity, but rather an ongoing process between you and your team member that focuses on building his/her capabilities. Think 'video,' rather than 'snapshot' in regards to helping manage performance.

Establish- and prioritize- "Buy in." Coaching should be a process in which both you and the team member are equally invested – and accountable. Make sure that your own goals incorporate your coaching efforts to keep you focused and true to your commitments.

Coaching does not have to be a 'lofty' concept relegated to the executive suite or the football field. As a planful, focused performance management activity, it can energize your team and optimize your efforts toward peak performance.

July 2007