

Coaching for Peak Performance

[Quick Tips: How to Coach and Develop for Peak Performance](#)



Coaching does not have to be a lofty concept relegated to the executive suite or the football field. As a carefully planned and focused performance management activity, it can energize your team and optimize your efforts toward peak performance. Below are excerpts from **TalentQuest's Coaching for Peak Performance** model to help you get started.

- **Agree on a 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.
- **Develop a Game Plan:** Plan alternatives with the individual to optimize opportunities for success.
- **Execute:** Devise a plan establishing when and how to execute new behaviors and review progress regularly.
- **Replay and Review:** After the individual tries the host of new behaviors, replay and discuss 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.