



{ OVERVIEW }

Coaching and Feedback



Empowering growth through conversations.

In any organization, effective coaching and feedback are critical to driving performance, engagement, and continuous improvement. However, many leaders struggle with delivering feedback that inspires growth or coaching that genuinely develops talent.

The question is:

How can leaders effectively guide their teams while fostering a culture of trust, development, and high performance?

At Ninth Edge, we believe that coaching and feedback aren't just about evaluating performance—they are essential tools for unlocking the full potential of your team.

Our **Coaching and Feedback** program equips leaders with the skills and frameworks needed to engage in high-impact conversations that fuel growth, build trust, and drive success.



You'll learn to:

- Understand the difference between coaching and feedback: Know when to use each to maximize your team's development.
- Deliver feedback that inspires growth: Move beyond criticism and empower your team to embrace continuous improvement.
- Master the art of coaching conversations: Learn how to listen deeply, ask powerful questions, and guide individuals toward achieving their goals.
- Create a coaching culture: Foster an environment where feedback is welcomed, trust is strong, and development is part of everyday leadership.



Overview of the Program

- **Welcome and Introduction:** Why coaching and feedback matter for leadership and team performance.
- **Feedback vs. Coaching:** Understanding the similarities, differences, and when to apply each.
- **Barriers to Effective Feedback:** Identifying common obstacles and how to overcome them.
- **The Feedback Framework:** Structuring conversations that provide clarity and inspire action.
- **Feedback Practice:** Hands-on practice to refine your feedback delivery.
- **The Goals of Coaching:** Exploring how coaching drives performance and engagement.
- **Core Coaching Skills:** Mastering listening, powerful questioning, and guiding others.
- **The GROW Coaching Framework:** Applying a structured approach to coaching for better outcomes.
- **Coaching Practice:** Practicing real-world coaching conversations to refine your skills.
- **Summary and Wrap-Up:** Reflecting on key takeaways and preparing for future coaching and feedback conversations.

Target Audience

People Leaders

Delivery Options

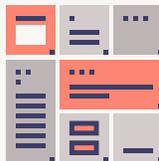
Face-to-Face or Virtual Instructor-Led Training

Workshop Timing



Full-Day Workshop

- Clarifying the Skill
- Building Self-Awareness
- Feedback and Coaching
- Skill-Development
- Intact Team Coaching
- Action Planning



Customizable with Other Ninth Edge Solutions

- Leadership Transitions
- Managing Conflict
- Conversational Capacity™





Leaders who have completed the Coaching and Feedback program report:

Improved team engagement

Employees feel more supported and motivated when feedback is constructive and coaching is part of their development.

Better communication

Leaders foster stronger relationships through open, two-way conversations that focus on growth.

Higher team performance

Teams are more aligned and driven toward achieving their goals when feedback and coaching are consistently applied.

Without strong coaching and feedback skills, leaders risk disengaged employees, missed opportunities for growth, and underperformance.

At Ninth Edge, we provide the strategies and frameworks to help you guide your team toward greater success through high-impact coaching and feedback.



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is our business.

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Take the
next step.

Are you ready to elevate your coaching and feedback skills?

Let's explore how the **Coaching and Feedback** program can help you develop the superpower to inspire growth and drive team success.

Click below to schedule a consultation and start unlocking your team's full potential today.

{ Schedule a consultation.  }

