



{ OVERVIEW }

Performance Coaching

 **Ninth Edge**

Know Better.



Empower your team with transformative conversations.

In today's fast-paced work environment, leaders often struggle with finding the right balance between providing feedback and fostering development.

Performance conversations can feel like difficult moments, and many leaders lack the skills to turn these moments into opportunities for real growth.

The question becomes:

How can you create meaningful coaching experiences that unlock potential, drive performance, and foster growth?

At Ninth Edge, we believe that great leaders aren't just feedback providers—they are coaches.

Our **Performance Coaching** program empowers leaders with the tools they need to move beyond traditional feedback and create coaching conversations that drive lasting performance improvements.



You'll learn to:

- Differentiate between feedback and coaching to understand when each is most effective.
- Develop a coaching mindset, focusing on awareness, responsibility, and self-belief.
- Ask powerful questions that promote reflection and insight, moving individuals to action.
- Use the GROW conversational framework to guide development-focused conversations that unlock potential.



Overview of the Program

- **Welcome and Introduction:** Setting expectations for coaching and performance management conversations.
- **Coaching vs. Feedback:** Explore the differences between these crucial conversations and when to apply them.
- **The Coaching Mindset:** Understanding the mindset that makes effective coaching possible.
- **Coaching Skills – Questions and Listening:** Learn how to ask powerful questions and practice active listening.
- **The GROW Conversational Structure:** Applying the GROW model to structure your coaching conversations effectively.
- **Practicing the Coaching Conversation:** Engage in real-time practice sessions to refine your coaching techniques.

Target Audience

People Leaders

Delivery Options

Face-to-Face or Virtual Instructor-Led Training

Workshop Timing



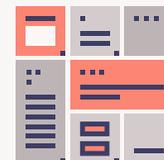
One-Hour Webinar

- Clarifying the Skill
- Building Self-Awareness
- Action Planning



Half-Day Workshop

- Clarifying the Skill
- Building Self-Awareness
- Skill-Development
- Action Planning



Customizable with Other Ninth Edge Solutions

- Performance Feedback
- Leadership Transitions
- Managing Conflict
- Developing Your People





Leaders who have embraced performance coaching report:

Increased employee engagement

Individuals feeling more empowered and capable of solving their own challenges.

Greater alignment between goals and performance

Team members take ownership of their growth.

A culture of continuous development

Feedback isn't a one-time event, but part of an ongoing dialogue that drives excellence.

Without strong coaching skills, leaders risk missing out on opportunities to unlock potential and boost team performance.

Without proper coaching, feedback can fall flat, leaving team members feeling unsupported and uninspired.

By embracing performance coaching, you'll transform your conversations into powerful development tools that foster real growth and results.



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Take the
next step.

Are you ready to elevate your team's performance?

Let's explore how the **Performance Coaching** program can transform your leadership conversations.

Click below to schedule a consultation and take your coaching skills to the next level.

{ Schedule a consultation.  }

