

Jemstone Consultancy

**Coaching
For
Performance**

Performance Excellence

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SKILLS
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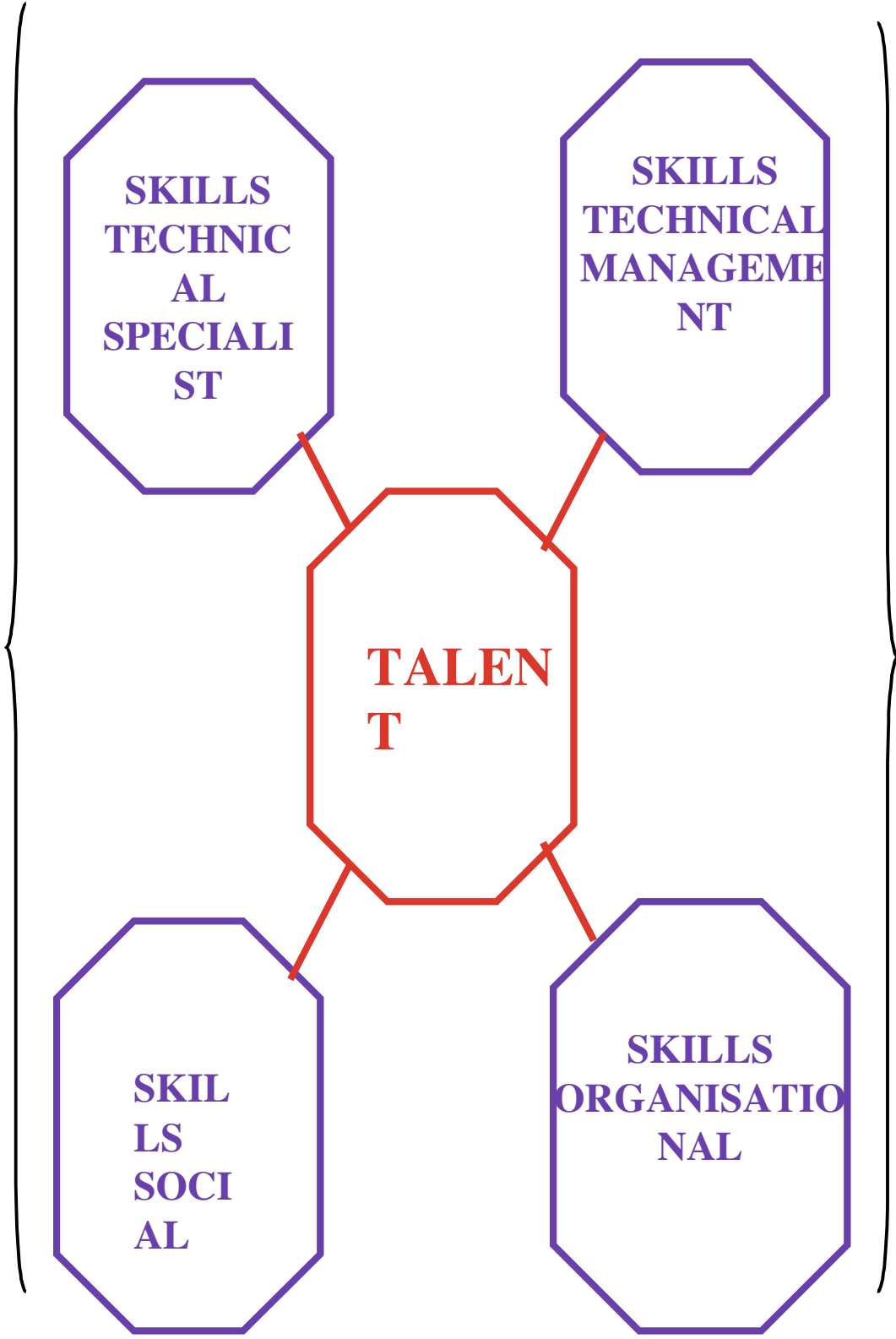
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<p>Talent</p> <p>Things I feel compelled to do that give me great satisfaction</p> <p>That I do repeatedly</p> <p>The four lane highways</p>	<p>Skills</p> <p>Technical Management</p> <p>Problem solving</p> <p>Decision making</p> <p>Strategic Thinking</p> <p>Delegation</p> <p>Coaching</p>	<p>Knowledge</p> <p>Training</p> <p>Books</p> <p>T.V.</p> <p>Experience</p> <p>Education</p>
<p>Awareness</p> <p>of Self, of Others</p> <p>Beliefs, Behaviours</p> <p>Effect on others</p> <p>Confidence</p> <p>Hot buttons</p>	<p>Skills</p> <p>Organisational</p> <p>Understanding Culture</p> <p>How to make things happen</p> <p>Power and Influence</p> <p>Formal and informal structures</p>	<p>Skills Social</p> <p>Communication</p> <p>Perception</p> <p>Group dynamics</p> <p>Sense making</p> <p>Meaning making</p> <p>Relationships</p>

Models of Coaching Process

GROW

- **Goals - want**
- **Reality - how it is**
- **Option - could do**
- **Will - will do**

POWER

- **Purpose**
- **Objectives**
- **What now**
- **Empowering**
- **Review**



**Self
development
exercises**

**Self
assessment**

**Career/life
review**

**Theory and
research**

Models



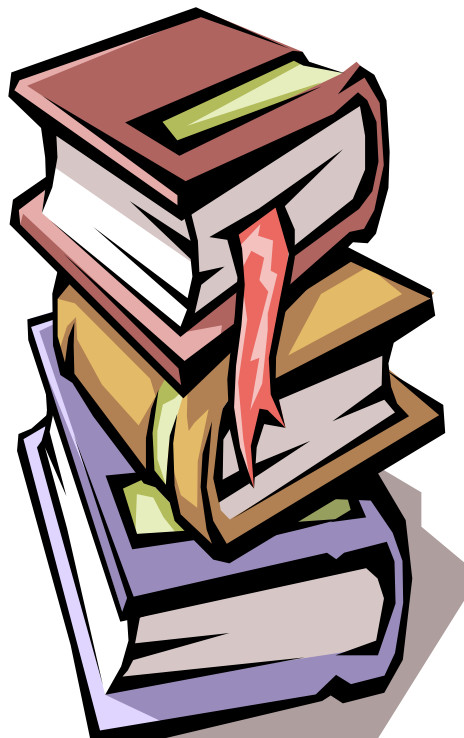
Stories

Metaphor

Imagination

Fantasy

Nonverbal



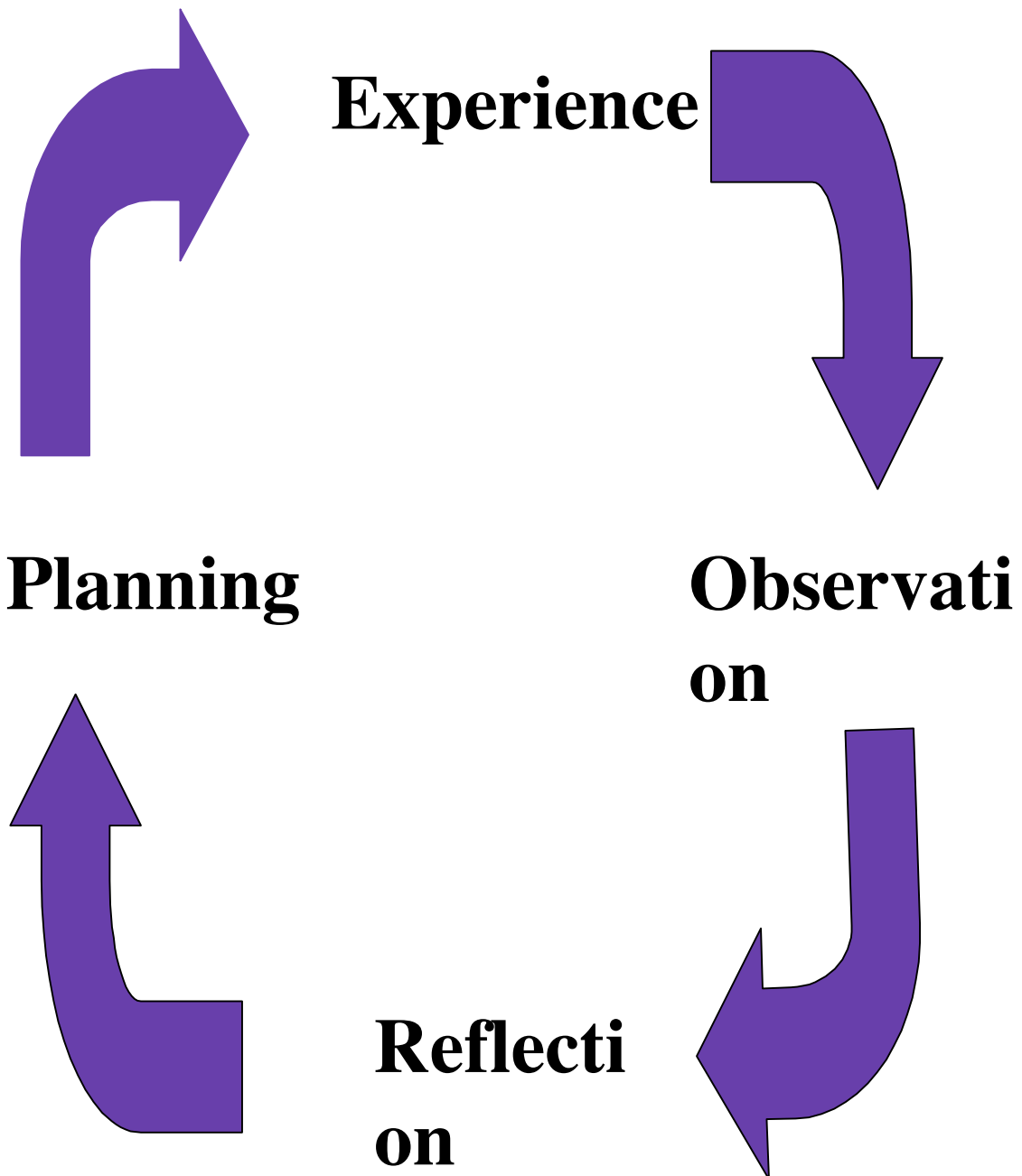
**Observatio
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Reflection

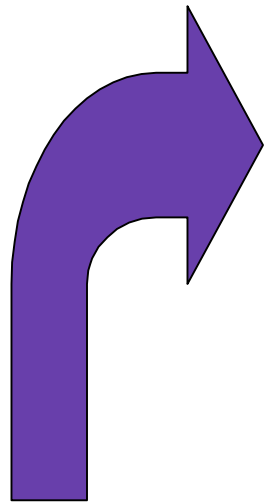
**Conversatio
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Rehearsal

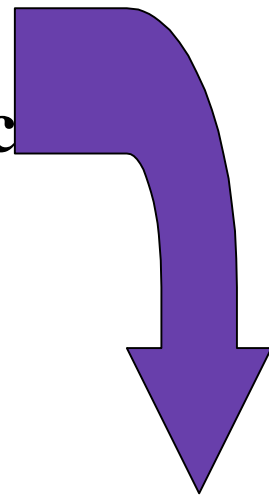
Learning Cycle



Skill Development Cycle

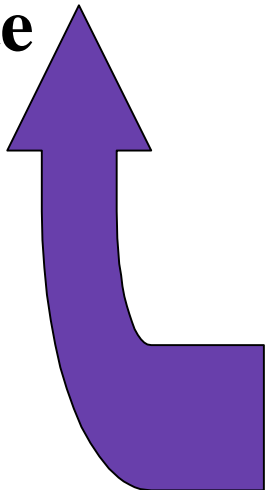


**Conscious
Incompetence**

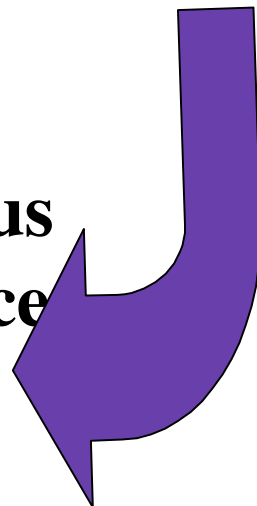


**Conscious
Competence**

**Unconscious
Incompetence**



**Unconscious
Competence**



Coaching for Performance

- **Short term renewable contract**
- **Focus on talents and strengths**
- **Work to your agenda**
- **Strategic and pragmatic**
- **Extended service**
- **Focussed and flexible**
- **Chartered Psychologist, experienced manager and systemic practitioner**

Coaching for Performance

- **Renewable commitment**
- **Increasing confidence**
- **High and immediate relevance**
- **Increase in performance**
- **Access to help and support**
- **Adapt to changing requirements**
- **Empathy**

Questions for Performance

Do I know what is expected of me at work?

Do I have the materials and equipment I need to do my work right?

At work, do I have the opportunity to do what I do best every day?

In the last 7 days have I received recognition or praise for good work?

Does my supervisor, or someone at work, seem to care about me as a person?

Is there someone at work who encourages my development?

At work, do my opinions seem to count?

Does the mission/purpose of my company make me feel like my work is important?

Are my co-workers committed to doing quality work?

Do I have a best friend at work?

In the last six months, have I talked to someone about my progress?

At work, have I had opportunities to learn and grow?