

LEADERS / TEAMS

COACHING FOR PERFORMANCE.

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GLOBAL
PERFORMANCE

ABOUT GPG

Offering innovation to global organizations demands that we are also innovative in our thinking, delivery and cost structures ourselves.

GPG was created out of frustration. Frustration at traditional training models being sold and delivered to organizations, seat by seat, but with little to no impact - except on the training company's bottom line.

It was time for a change, so we took everything that we learned over 60 years of combined delivery and implementation and developed not just a new process, but a whole new way to deliver and share our thinking. We believe that we're the new model now, and that other training companies will follow our lead.

GPG provides training across all seven continents in 12 languages. Our clients are often international in size and reach, and are looking to upskill employees with new methods that work across the new global economy.

Some of our clients



WHERE WE DIFFER.

THE HOW, NOT THE WHAT

There are a huge number of 'what to do' books, articles, videos, infographics and methods available. We all know what we should do, however we rarely get to practice how to do it right. GPG starts with the how, then supports and encourages users to practice within a controlled environment, so when they're faced with a real-life situation they perform optimally.

TRUE TO LIFE

No two businesses are the same. Each has their own goals, their clients have different needs and every person behaves uniquely, with different strengths and weaknesses. So how can one training method cover all the angles and still have an impact? The answer is surprisingly straightforward: by applying real-life scenarios to the learning.

All GPG training is delivered in this way - allowing the user to apply new thinking, skills and approaches in dealing with current needs or issues in the workspace. It's core thinking that becomes client-specific solutions.

FREE TO SHARE

Most training companies protect their IP, charging clients per seat. In our mind, this creates silo-based behavior within organizations due to budgetary issues, and prevents the implementation of new and innovative thinking. GPG's sales solutions IP can be openly shared across departments and the organization - in fact, we encourage it. We only charge when the business wishes us to apply the "how" training segment.

This allows your entire organization to understand our methodology, support the thinking, create innovation within their units and develop new ideas for helping and renewing client contracts.

OUR APPROACH.

THE SCIENCE BEHIND OUR THINKING.

At work, you can often find yourself in very challenging or stressful situations. Tension rises. When we feel tension, that means there is a chance for real loss or harm – and our bodies are genetically wired to protect us from harm. The brain's Fight or Flight response initiates a series of nerve firings and a chemical response that prepares our body to deal with the danger.

GPG training works to counter this negative response and find a clear and structured behavior pattern to replace it. This enables and empowers the user, helping them maintain control in a moment of stress.

COURAGEOUS PEOPLE, COURAGEOUS THINKING.

GPG's methods keep participants in the moment. It teaches them to operate outside of their personal comfort zones and leverage the inevitable tension, focusing on generating a successful outcome for both sides. University-led research has shown that when someone is under pressure, there's a physiological reaction that moves them to flight or fight. It's human instinct – familiar, safe, but not effective. GPG enables users to avoid their usual reaction, and apply new thinking and skills to real world situations instead.

We provide our clients with a flexible approach in terms of workshop length and content and the ability to deliver in ILT and VLT formats. All training is results tracked and successes captured to help you turn best practices into common practices.

WHAT IS THE COACHING FOR PERFORMANCE PROGRAM?

The days of Annual Performance Reviews are over. Today people need, and expect, an ongoing dialogue with their managers to help them understand and build on their strengths, identify their weaknesses, and continuously improve their performance. Leaders must be effective day-to-day coaches, and take advantage of every opportunity to provide feedback and development for everyone on their team.

To be truly effective coaches they need to create a safe place for learning, emphasize the importance of self-reflection and self-awareness, reinforce positive behaviors, identify weaknesses, and provide alternatives for growth – all while giving clear, direct, respectful and honest future-oriented feedback. It's no small task, but that's what changes a manager into a leader.

WHAT YOU'LL GET

Coaching for Performance provides a powerful coaching model with the skills necessary to provide the skills, tools and techniques in line with the GPG behavior change approach.

Participants will learn the importance of having a feedback model that really works. They'll learn how to control the coaching process, to provide honest, constructive feedback which reinforces learned skills, and how to continuously apply them effectively to achieve personal and professional goals. Participants practice effective coaching in real-world situations to gain the skills and confidence necessary to lead today. Coaching for Performance allows leaders to practice "Coaching Right" so they can create teams of engaged, productive, ever-growing contributors.

THE ARENA

Tension occurs in any conversation during which people's performance is challenged. Too often managers avoid the tension by providing little or ineffectual feedback, or move into 'tell' mode which puts others on the defensive and harms morale. The Coaching for Performance Arena leverages a proven Coaching Model, SCORE, to:

- Engage employees in the coaching process and share feedback with honesty and respect.
- Listen to understand and acknowledge, not just respond.
- Frame feedback around desired outcomes.

- Open conversations prioritize underlying needs.
- Agree on tangible actions and next steps.

The result is higher levels of engagement, commitment instead of compliance, and the agreement on a clear path for success.

WHAT CFP DELIVERS

Coaching for Performance gives participants the skills, tools and confidence to:

- Understand the role of a coach, the challenges typically faced by coaches, and the feedback model that enables coaches to identify and promote continual growth and improvement.
- Leverage the inevitable tension and pressure inherent in every coaching situation, especially when dealing with challenging employees.
- Ask insightful, thought-provoking questions that expand thinking and place responsibility for change where it belongs, at the same time listening to understand, not merely respond.

These learnings help them create engaging team dynamics that provide the useful information and insights we call Nuggets of Value, enabling their team members to both grow and commit positively to change.

LET'S START A DIALOGUE

For more information about the content in this document or if you would like to discuss your company's training initiatives please contact us on:

US +1 203-202-7523

EMEA: +43 676 7249560

E: info@globalperformanegroup.com

W: www.globalperformancegroup.com

Global Performance Group

PO Box 2021

Darien, CT 06820-2021

USA