

XLR8 Your Coaching Results

Build coaching competence, create coaching dialogue and improve employee performance.

TALENT ASSESSMENTS

Leadership

Communication

Team Work

Customer Service

Sales

ON-LINE UNIVERSITY COURSES

Supervisory/Management Leadership Skills

Hiring Winning Talent

Coaching Skills

Customer Service

Sales

SELF-DIRECTED LEARNING CD'S

Attributes and skills focus:

Personal

Leadership

Service

Sales

The Success Discovery™ Coaching Process

This powerful coaching system works for leaders with **coaching skills at all levels**. It provides a structured process focused on specific development resources that allow leaders to have a coaching dialogue leading to action and improved performance.

The Success Discovery™ Process is a trademark of Target Training International, Ltd.

Why does this coaching system work?

- ⋮ Step-by-step process based on specific information
- ⋮ Leadership participation prior to facilitation
- ⋮ Leadership coaching support to ensure initial success
- ⋮ Performance improvement is based on individual learner needs

Coaching with Talent Assessments

Talent assessments provide specific feedback related to each coachee's natural talents and potential barriers to success. Leaders can use assessment results as a basis for coaching conversation and action planning.

1. Leader (coach) completes the assessment that will be used with his/her team

This provides the leader (coach) with first-hand experience completing the assessment, receiving his/her data as well as self-analysis of the feedback.

2. Leader (coach) receives Success Discovery™ Coaching on his/her results

By participating in the coaching process with a certified XLR8 Team coach, each leader gets an in-depth debriefing of his/her personal results, understands how the coaching process works and how to link feedback results to on-the-job performance.

3. Direct Reports/Employees (coachees) complete the assessment & coaching process with the leader (coach) who is supported by XLR8 coaching to ensure a successful start.

Coaching with On-line University Courses

1. Leader (coach) completes a pre-training coaching session with employee (coachee) to outline desired learning objectives
2. Coachee registers and completes the on-line course
3. Coach completes a post-training learning summary and action planning session with the coachee to discuss learning objectives and on-the-job applications.

Coaching with Learning CD's

There are over eighty (80) learning CD titles available for personal skills and talent development. All titles are aligned to XLR8 talent assessment tools and resources. CD's can be ordered based on assessment results or as a stand-alone resource. The same coaching format used with the on-line learning can be applied with CD's.

Build coaching excellence.

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