



The **Peak Performance**  
Coaching Company

**WELCOME TO YOUR**

# **PEAK PERFORMANCE WORKPLACE COACHING PROGRAM**

## **Module 6**

### **Implementation & Sustainability**

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Trading as The Peak Performance Coaching Company,  
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## Welcome to Module 6 . . . You've made it! You're here at last!

Module 6 is all about making sure that you get on the path toward implementation in full scale ~ and sustainability.

Murphy's Law of Coaching: When the environment falls under pressure ~ coaching and training are the first casualties of war!

As odd as it may sound, what should happen is exactly the reverse! When the environment falls under pressure, we should coach and train MORE not LESS. The more coaching we do ~ the less firefighting we will do. When you consider all you have learned in this program, you know how important it is to provide support for each and every team member. When pressure shows up in the environment that is when your staff need to continue coaching!

In this module, we will be giving you the last of our handy tips and tricks and really focusing on how you can sustain the process and gain momentum.

### FINAL REVIEW:

As you read each paragraph below, consider all that you learned in each module. This will help cement what you have learned and all that we have covered into your coaching practice.

In Module 1, we spoke about the definition of coaching, and we introduced you to the "Cloud Chart". We said that all things in coaching emanate from properly set and governed standards.

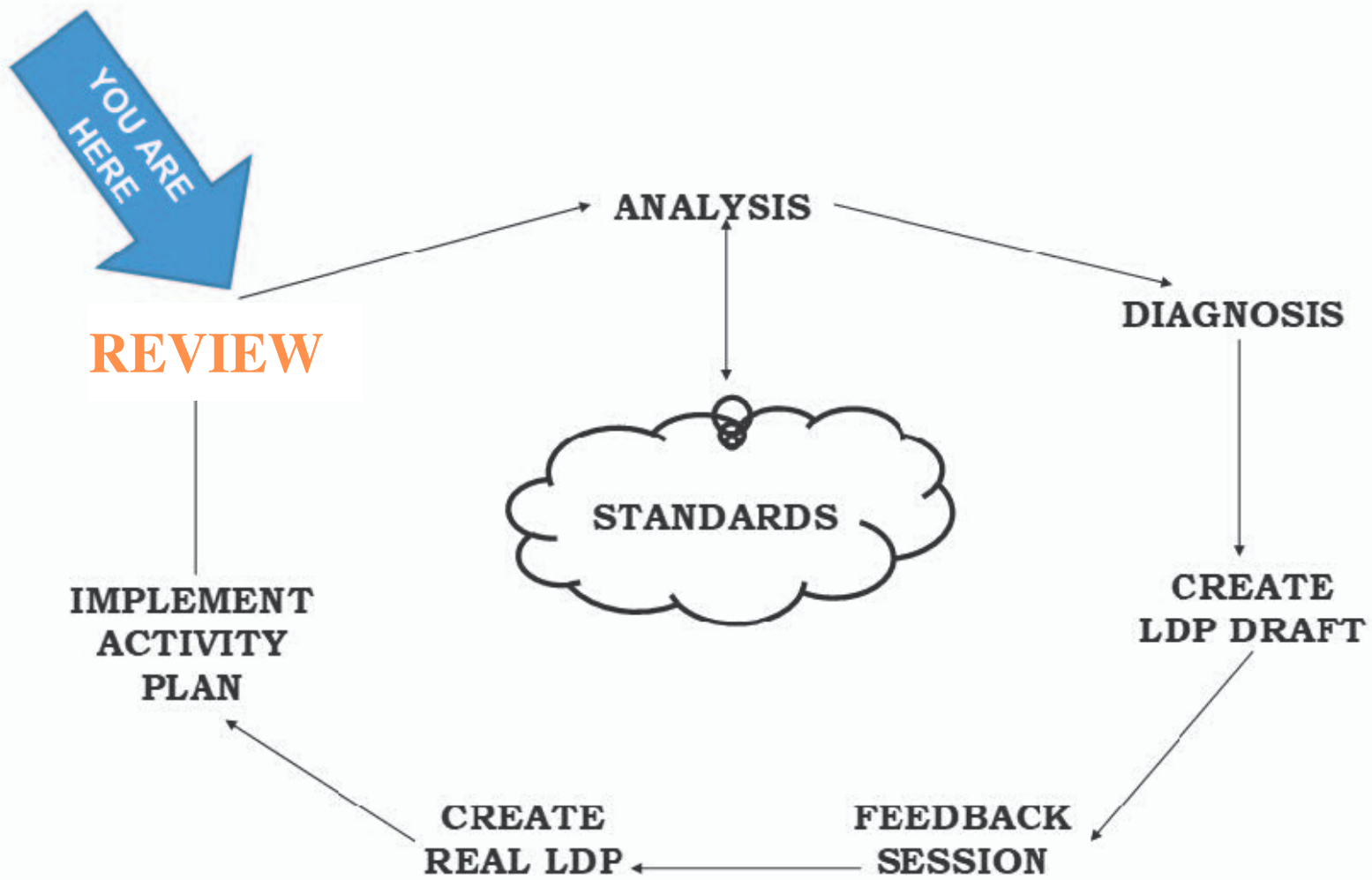
In Module 2, we guided you through the standard setting process – and spoke about how challenging it can be to get standards right!

In Module 3 we covered the Analysis process – and practiced gathering data to construct LDP Draft documents. We focused on trends and looking for patterns in employee behaviour.

In Module 4, we made use of all that information you gathered during your analysis process. We did a diagnosis in looking through your LDP Draft documents, and began to formulate a great feedback process. We then set up for the feedback, considering the environment, the tools we would need, and we invited our coachees to their first coaching session. By now, you should have some REAL LDPs in place with your team.

Module 5, we took a much deeper look at development activities and activity planning.. After all, this is where the real work is done! When people practice the skills they are looking to develop – and practice them in appropriate ways, positive development is almost always the outcome!

You are now about to complete your final Module of The Peak Performance Coaching Company!



## THE IMPORTANCE OF REGULAR REVIEW & GROWTH

QUESTIONS FOR CONSIDERATION	NOTES
When should you be checking in on development activities?	
When you begin the cycle again – what are the critical things to find out in your analysis process (second time, third time, etc.)?	
How can you vary your observations to continually get a fresh view of performance?	
What are some signs that coaching IS going well?	
What are some signs that coaching IS NOT going well?	
If coaching is NOT going well, what can you do to get it back on track again?	

QUESTIONS FOR CONSIDERATION	NOTES
Do all of the stakeholders know that coaching is powerful and important?	
How can you "Catch People Getting it Right?"	
Are you maintaining a great coaching mindset?	
How can you support your own development and continue learning more about coaching?	
What other resources have you found to support your coaching efforts?	

### The Peak Performance Coaching Company Coaches Kit:

The Peak Performance Coaching Company has a coaches kit that contains over 50 activities. Please contact us if you would like more information about the contents and pricing.

We look forward to hearing about your coaching adventure.

### Testimonials and Comments:

If you have enjoyed this training program, or if you have stories to tell about your journey with coaching so far, please contact us to share the information. We would be grateful for any feedback you can offer. Our contact details are on the next page.

# FINAL WORDS

First let us say that if you have made it to here, you've done brilliantly well!

**Thank you again for taking the time and effort to invest in yourself!**

We wish you well with your workplace coaching and your continual growth and development. The role you play as a workplace coach is vital in the process of managing performance in your business or organisation.

We encourage you to continue to reflect on your coaching practice and to use your journal. Read back on what you wrote when you first commenced this program, and notice how much you have learned and put in to practice.

You are now an official part of the The Peak Performance Coaching Company and we would like to invite you to communicate directly with us should you have any questions or need clarification about any of the content in this program.

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