

Performance Coaching Program

Reversing Poor Performance

Career Directions' Performance Coaching Program is a powerful method for placing derailed employees back on track.

It is comprised of the following phases:

Consultation With Management

To clarify issues of the performance dysfunction and to develop a strategy that ensures the employee's involvement.

Initial Meeting With the Employee

To assess the employee's motivation for change and to determine the potential for successful intervention.

Recommendation to Management

To continue or discontinue the intervention process based on the initial conversations with management and the employee.

In-depth Assessment of the Employee

Utilizing personality, work behavior, career motivation and 360° assessment instruments; counseling of the employee on such areas as:

- Communication style
- Motivational needs
- Response to supervision
- Values
- Response to stress/conflict
- Adaptation to change
- Management style

The Employee Plan for Change

Career Directions guides the employee in preparing a written plan to address management's concerns and to propose remedies for the existing problems. Change options can range from training to job restructuring to outplacement.

Management's Response

Once the change plan is prepared, Career Directions consults with management on its response to the behavior change plan, as well as strategies for motivating and communicating with the employee. Management then meets directly with the employee to negotiate the plan and its implementation.

Coaching the Employee

If needed, a Career Directions coach meets on a regular basis with the employee to reinforce the behavior change plan once it is in place. Management is updated periodically on the employee's responsiveness and progress.

**Career
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and
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