

A primary aim of coaching is to facilitate positive change. Executive coaching is a tool for boosting effectiveness and performance; it is equally appropriate when the current performance level is sub-par and calls for intervention, as it is when performance is high, but you desire breakthrough to even higher levels of impact.

A coach is a guide, whose central function is to assist the client in meeting agreed upon goals and growth targets. Coaching does not – and cannot – replace direct action and follow through by the person who is being coached. Someone else cannot do your push-ups or stomach crunches for you!

# FAST FORWARD

ACHIEVING ACCELERATED RESULTS  
THROUGH HIGH PERFORMANCE COACHING

PERFORMANCE *fact's* coaching methodology facilitates breakthrough thinking, courageous action and strong results for leaders and their teams. It is goal-directed; it holds the coach and the coached to mutually high expectations for performance; it is connected in real-time to a job-related performance improvement desire; it is based on mutual trust and respect. By addressing challenges at their roots, our approach produces transformative change in individual leaders and leadership teams.

PERFORMANCE *fact's* Fast Forward coaching protocol is uniquely designed to fit the needs of each client. Our approach is equally effective with individual leaders as well as leadership teams.

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 Think. Believe. Move Mountains.



## GOAL OF THIS LEADERSHIP-IN-ACTION PROGRAM

PERFORMANCE *fact's* **Fast Forward** performance coaching aims to assist leaders in achieving their most personally and professionally meaningful vision and goals at an accelerated pace. Participants will learn how to achieve their goals by building on current strengths and decisively addressing beliefs, attitudes and practices that inhibit higher levels of performance.



### KEY FEATURES AND BENEFITS

A comprehensive needs assessment to identify strengths to leverage and to pinpoint the areas of focus

Concrete, measurable performance goal and milestones, defined up front

Customized professional support from an experienced and fully trained coach

Job-related practical application

Data-driven, continuous reflection and feedback on progress relative to your performance goal

Access to a network of leaders and practitioners for peer-to-peer reciprocal support

### COACHING PROTOCOL

Although the scope and duration of the coaching relationship varies from client to client, in general, the coaching relationship entails the following steps.

**WINNING MINDSET:** To strengthen beliefs and attitudes for a “no excuses” frame of mind

**MEASURABLE GOAL:** To define ambitious, unambiguous performance expectations, milestones of progress, and the criteria for success

**MOTIVATION:** To assess current beliefs and attitudes about the goal and to enhance personal commitment, responsibility and accountability

**GOAL-ALIGNED ACTION:** To assess and enhance skill levels, guide the client through the process of improving performance, and maintain consistency of focus

**REFLECTION:** To monitor and communicate progress and to use ongoing “soft” and “hard” data to adjust attitude, behavior and performance

The ultimate goal of PERFORMANCE *fact's* **Fast Forward** coaching program is improved performance ... at an accelerated pace!

#### WHO SHOULD PARTICIPATE?

- ✓ Superintendents and System Leaders
- ✓ Executive Leadership / Cabinet
- ✓ Supervisors of Principals
- ✓ Senior Managers & Administrators
- ✓ Principals
- ✓ Vice Principals/Assistant Principals
- ✓ Leadership Teams
- ✓ Teacher Leaders, Coaches & Instructional Facilitators

#### TRAINING AT YOUR LOCATION

This program can be uniquely customized for your organization, and delivered at your site. It can be also be delivered as a “custom combination” with other programs.

#### HOW TO SIGN UP FOR THIS PROGRAM

To register or for more information please,

1. Email us at contact@performancefact.com
2. Go-to www.performancefact.com
3. Call 510-568-7944