

# Coaching The Marginal Performer

Elevating The Marginal Organization

Traaen & Associates, LLC

2010

# Call the Victory in Today's Market?

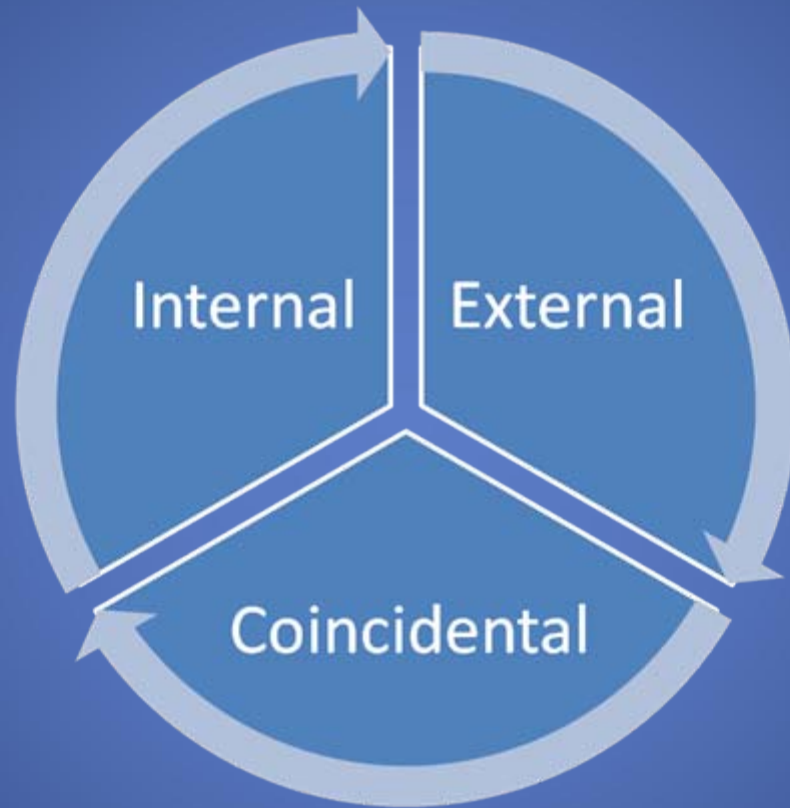
# Extraordinary Organizations Extraordinary Performers

a.

b.

c.

# Inspiration



# Challenged Organization



# Coaching

What Do We Know About What Works?

# Describe The Best

Who coached you?

What made it outstanding?

Have you replicated it yet in your career?

# Coaching Revisited

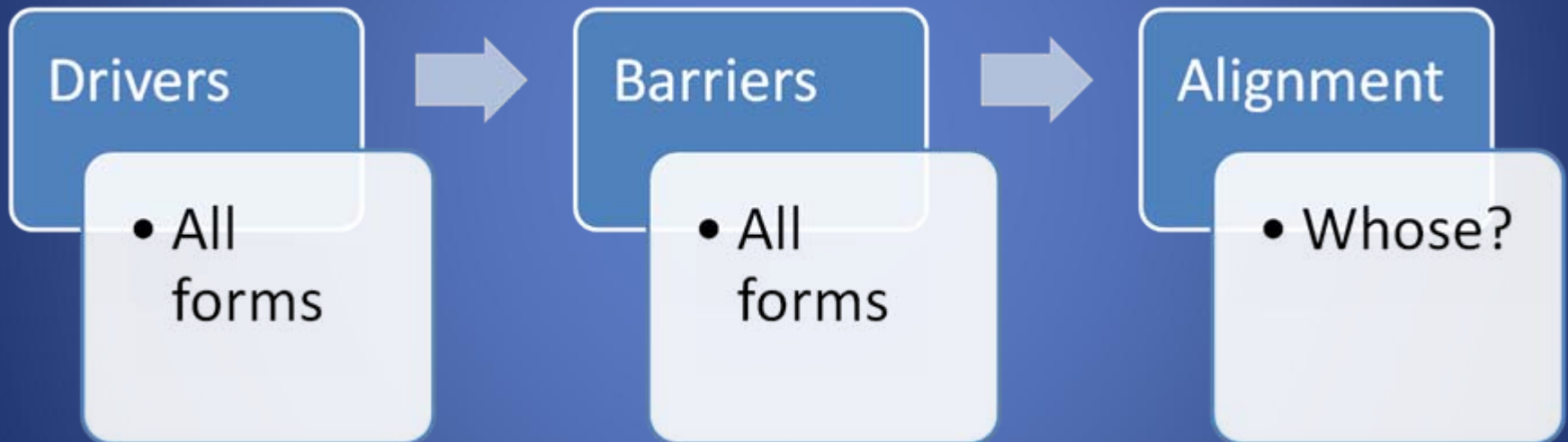
1.

2.

3.

4.

# Three P's: Push, Pull, Produce



# Advanced Methodology: Why and Then Some?

Why does the position/organization exist?

Why and how are you/your organization different from others?

Why will you make a difference in the lives of your organization and in others lives?

What are you/your organization striving for?

# Let's Practice

Select a current situation.....

# Your Role As Coach

Three actions you will take – now

Two behaviors you will let go of – now

One new action that you will embrace -  
tomorrow

# Coaching Actions for the Organization

If you are the/one of the coaches for your organization what would you do differently than how you elected to handle 'individual' coaching?

# Group Debriefing

My first and most important action step is:

# Best Hopes & Worst Fears

For the good of the order.....

# Customer Care Package™

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