Whether your managers need to coach their top performers to maintain engagement in key goals, or help frontline knowledge workers contribute their best, the InsideOut Coaching One-Day Workshop leads the way to breakthrough conversations and unprecedented results.

Over the past 25 years, InsideOut has refined a coaching methodology that equips managers and leaders with powerful, easy-to-use tools to help team members consistently engage their full capabilities.

**Engender Excitement, Engagement and Execution from the “Inside Out”**

When it comes to improving performance, organizations often invest significant time and effort in a broad array of training initiatives. For most organizations however, the greatest obstacle to performance isn’t that people don’t know what to do; it’s that they don’t do what they already know. Closing the gap between what we know and what we do comes from one place—the “inside-out.”

Breakthrough performance is seldom about adding new knowledge; it’s about eliminating the “interference” that impedes people from applying the knowledge they already have. InsideOut Coaching provides a simple yet effective way for managers to reduce the interference that distracts their team members from accessing and using the knowledge they already possess.

**It’s All about Focus …**

Leaders and managers attending the InsideOut Coaching Workshop discover that when they can help individuals pay attention (focus) to the few things they can do to contribute to critical objectives, remarkable things happen. They build confidence (faith) in themselves and in what they can achieve, which in turn infuses them with an unquenchable desire (fire) to succeed. The powerful result is that more of their acquired knowledge and innate skills are put to use.

**… and a Repeatable Process**

Leaders and managers attending an InsideOut workshop learn a simple, repeatable coaching process based on the G.R.O.W. model, a world-renowned methodology first developed by InsideOut Development’s founder, Alan Fine. This powerful tool provides a practical coaching framework—a system and order for structuring conversations. This simple approach enables managers to help their team members reach new levels of success repeatedly and measurably. For more than three decades, we’ve been helping leaders coach effectively in virtually any situation and guide individuals, themselves, and entire teams to peak performance.
InsideOut Coaching Workshop Learning Outcomes

Workshop participants gain the tools and skills to engage their employees in productive coaching conversations, even when those conversations might be difficult. The outcomes of these coaching conversations lay the foundation for immediate and long-term breakthroughs to:

- Open the way for continuous dialogue about progress and performance.
- Help frontline employees and direct reports be realistic about their situations.
- Address the root causes of performance gaps effectively.
- Generate innovative ideas for improvement.
- Focus on critical behaviors that can transform performance.
- Generate ownership of, and accountability for, specific action plans.

Critical Applications

The InsideOut Coaching Workshop has proven to be an effective catalyst in helping managers:

- Maximize existing training initiatives they send their people to.
- Turn performance appraisals into opportunities for real, measurable improvement.
- Translate 360º assessments into concrete development plans.
- Unite project teams to work toward the same goals.
- Engage entire organizations enthusiastically behind key initiatives.
- Tap into the full breadth of talent, skill, and experience that already exists on their team.

About the One-Day Course

Available as an onsite or client-facilitated workshop, the InsideOut Coaching Program will dramatically improve the effectiveness of managers and leaders in your organization to attain breakthrough results from their people. Through a combination of real discussion, exercises, and compelling videos, your managers discover how to coach for performance and engagement. InsideOut Coaching prepares your managers to coach confidently and capably, even in the most challenging management situations, tapping into the best efforts of employees.

For more information about certification or bringing one of our seasoned consultants into your organization, please call your local client manager, or call 1-888-262-2448.