

# Coaching on-the- Job

## Coaching for Success

**Question:**  
Why Coaching?

**Answer:**  
Improve on-the-  
job performance

## Key Learning Outcomes

Define coaching

The importance of **listening** and **coaching**

How coaching can **help on-the-job training**

Develop the **skills** of **coaching** and **communication**

**Facilitate** a one-on-one coaching experience

Develop a **coaching plan** for new employees

## COACHING Did You Know?

According to the International Coach Federation, after surveying 210 coaching clients, coaching outcomes include:

**62.4%** smarter goal setting

**60.5%** more balanced life

**57.1%** lower stress levels

**52.4%** more self-confidence

**43.3%** improvement in quality of life

**25.7%** more income

## On the Job Performance

Often, the **best opportunities** for coaching occur when we identify **teachable moments** that are happening on the floor. Being able to **identify the coaching opportunity**, engage in a **receptive communication**, and **provide feedback** that is embraced, rather than resisted, are coaching skills that we may all develop. Being able to enhance our coaching skills **enables the performance of all employees.**

## How does coaching work?

Coaching can happen day-to-day, in situations, **formally, and informally**. The purpose for coaching, however, is the same. **Coaching helps people be more successful.** And when people are successful, the organization is able to be more successful.

There are **key ingredients to delivering effective coaching.** This one-day workshop will focus on the objectives of coaching, the skills needed to be an effective coach, how to set up coaching sessions – both formal and informal – and **tips for ongoing success with coaching.**