

Training Application Coaching

Training Application Coaching provides an opportunity for participants in either internal or Leadership Choice Leadership and Management training programs to maximize their learning experience. The 6-12 hours of virtual coaching is received over multiple sessions ranging from 1-2 hours in length in weekly or bi-weekly sessions. It reinforces classroom learning with developmental coaching and stretch assignments to quickly apply the learning from the training to their “real world” leadership environment. In this way, managers accelerate their development in less time and perform with greater skill and confidence.

Process

- Discuss the Personal Communication Assessment results.
- Identify key learning points and perceived development gaps from the classroom training.
- Review high priority developmental points from annual performance reviews and other developmental feedback that may exist.
- Review progress on applied learning assignments.
- Create and refine a formal development plan.
- Develop specific actions that support the plan.
- Coach to the plan and specific actions and results.
- Focus on developing self and team.

Outcomes

- Creation of a targeted development plan to be shared with supervisor.
- Confidence and ability to manage team more effectively.
- Sustained application of classroom learning applied to “real life” on the job performance.



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