

## Eliminate Marginal Performance

When leaders attend the High Performance Coaching workshop, we often ask, “Raise your hand if you have people working with you who do just the minimum.” Across the room hands shoot-up and people groan. Then we ask, “How many of you like using a traditional discipline approach to deal with performance issues?” The response is always the same: crickets.

Simply stated, traditional discipline doesn’t work. It minimizes communication, relies on threatening language and is contrary to most people’s values. Punishment and threats will never produce high performance.

High Performance Coaching equips leaders to master difficult conversations and resolves chronic performance problems in a fair and respectful manner.

**ELIMINATE THE FEAR OF LITIGATION** “I attended an entire day of High Performance Coaching and even participated in the exercises. I was very impressed with the innovative manner in which this program places personal accountability on the employees for not only meeting their employer’s expectations, but achieving their own goals.” – **Jay Wallace**, *Board Certified Labor & Employment Law*

Consider how **different** High Performance Coaching is from traditional discipline:

	Traditional Discipline System	High Performance Coaching
<b>Goal:</b>	Discipline	Problem-solve
<b>Problem Ownership:</b>	Supervisor	Employee
<b>Supervisor’s Mindset:</b>	Document, Build a case for termination	Understand the root cause
<b>Communication Style:</b>	One-way, Parent-child, Ends with a threat	Two-way, Adult-to-adult, Hopeful
<b>Outcome:</b>	Fear, Anger, Hopelessness	Commitment to change behavior and increased performance or resignation

# AFTER COMPLETING HIGH PERFORMANCE COACHING, YOU WILL BE ABLE TO:

Manage difficult situations with confidence.

Apply problem-solving skills like probing, reflecting and paraphrasing.

Treat employees as adults by ensuring that ownership for performance improvement remains their responsibility.

Develop the reputation of managing in a fair and positive manner.

Ensure employee commitment, not just compliance.

Establish an effective and repeatable system that guarantees high performance.

## WHO SHOULD ATTEND

Supervisors

Managers

HR Professionals

Schedule  
**High Performance  
Coaching** by calling  
(877) 774-HPWP  
(4797) or visiting  
our website at  
[www.HPWPGroup.com](http://www.HPWPGroup.com)

“When you consistently provide performance-focused feedback that’s adult and two-way, everything just gets better. It improves morale, trust, quality, efficiencies – everything!”

– **Chesley (“Check”) Heck,**  
*Sr. Director of Manufacturing,*  
**Southeastern Mills**

“Leaders become more human, more accountable using High Performance Coaching.”

– **Becca Lindsey,**  
*Director of HR, ARTERIORS Home*

FOR  
**35**  
YEARS

we have provided  
business leaders  
an operating system  
for their values.

### Values that:

- Recognize people as the competitive advantage.
- Engage people to achieve innovation.
- Sustain long-term success.

**RESPECTFUL. FAIR. POSITIVE. ADULT-TO-ADULT. EFFECTIVE.**

However you measure it, HPWP will improve it.