COACHING FOR PERFORMANCE

ASK BETTER QUESTIONS. BUILD ACCOUNTABLE TEAMS.

Workshop

HALF-DAY WORKSHOP • 3 HOURS

WORKSHOP DESCRIPTION

The best leaders don't have all the answers. They ask better questions.

Telling people what to do might solve today's problem. But it creates tomorrow's dependency. When a manager coaches instead of directs, something shifts. People start thinking for themselves. They own their decisions. They show up accountable instead of waiting to be told what to do next.

This isn't about turning managers into professional coaches. It's about giving them practical coaching skills they can repeat every day, in the moments that matter. The feedback conversation. The performance gap. The team member who keeps hitting the same wall.

Led by Justin Patton, a PCC-credentialed coach with the International Coach Federation, this workshop gives managers the mindset, the language, and live practice so they leave ready to coach in their very next one-on-one.

Because the managers who ask better questions build teams that think better.
And teams that think better don't need to be told what to do.





WHAT PARTICIPANTS WILL PRACTICE

- Recognize when to coach, when to give feedback, when to mentor, and when to refer
- Use your presence and body language to open people up instead of shutting them down
- Ask questions that move someone from stuck and reactive to clear and accountable
- Acknowledge people so they feel heard before you ask them to move forward
- Run a real coaching conversation and get specific, actionable feedback

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WORKSHOP DETAILS

TIMING
Half-day workshop. Three hours + breaks.

DELIVERY METHOD
In person or virtual

MATERIALS
A workbook and a personalized Trust Audit for every attendee.

PARTICIPANTS LEAVE WITH
The skills to coach in the moment, without a script, and specific feedback on where to grow.

PROGRAM BEST USED WHEN

- You've promoted managers into leadership without formal training on how to bring out the best in others
- You want managers building self-awareness and accountability on their teams
- Your leaders are directing and telling instead of helping people think for themselves and own the outcome
- Your managers have become the bottleneck because every decision still runs through them
- You want a leadership cohort taught by an experienced coach, with techniques people can use immediately







WHAT CLIENTS ARE SAYING

"Justin brought energy, passion, and he reinvigorated our organization to take it to the next level. There were practical tools all general managers can really use on themselves."

AIDAN HAY, *SVP of Operations at The Coffee Bean and Tea Leaf*

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