

Ignite Your Feedback: Coaching to Excellence

“Our growing dissatisfaction with sleek, ersatz, airbrushed leadership is what makes authenticity such a desirable quality in today’s corporations – a quality that, unfortunately, is in short supply. Leaders and followers both associate authenticity with sincerity, honesty, and integrity. It’s the real thing – the attribute that uniquely defines great leaders.”

- Rob Goffee and Gareth Jones, “Managing Authenticity” *Harvard Business Review*, December 2005

Honest, constructive feedback is a rare commodity in organizations today. Individuals tend to either avoid tough topics entirely, opting instead for the “corporate nod” of inauthentic niceties or wait until topics build up and explode. When done consistently, constructively and effectively, feedback conversations can deepen the relationship and take both individuals to the next level of leadership.

In this program we integrate existing performance management methodologies into a coaching approach to feedback. Leaders walk away with a customized tool and the skills to immediately implement a positive coaching approach to feedback. We help leaders to “get real” with each other, for the sake of authentic communication and ultimately increased performance across the board.

Coaching Works

All of our programs are highly interactive and leaders walk away with practical tools they can implement immediately. Leaders apply the skills and concepts they are learning from the moment the program begins. Follow up coaching is included in all of our programs to ensure the learning sticks and is applied once leaders are back in the real world.

Program outcomes

- Customized feedback tool with existing performance criteria
- Skills to build collaboration within and among teams
- Co-Active Coaching based feedback model
- Ability to have difficult conversations with grace
- Acknowledgement and recognition skills
- Practical tools for open-ended questioning and reflective approach to coaching
- Real-time use of introductory coaching skills
- Accountability to coaching partner
- Enhanced relationships with other leaders leading to greater collaboration

Scalable Coaching Solutions

This program can be delivered through a series of individual or group coaching sessions or as a half day or full day workshop with follow up coaching.

Contacting North Star Coaches

To book this program with North Star Coaches, contact Lindsay Sukornyk at 416-924-0700 or Lindsay@northstarcoaches.com.