



# PERFORMANCE BASED COACHING

 DEC 14-15, 2021

KNOWLEDGE PARTNER



# OVERVIEW

The 2-day training course on “Performance Based Coaching” introduces the principles & practices of performance coaching in both professional & personal settings, using a cognitive-behavioural approach. Attendees will work in small groups to apply & practice a range of performance coaching skills & techniques along with practice assignments in between training modules.

## KEY TAKEAWAYS

Distinguish between coaching, mentoring and other facilitating types of workplace interventions

Identify and address blockages to current performance improvement

Effectively tackle issues that are impeding performance improvement

Apply relevant coaching models including the “TGROW model” and be able to adapt to your own leadership style and to the workforce

Create a result orientated performance improvement plan using a range of styles including collaborative and directive approaches at workplace

Goal setting and monitoring, reducing the gap between actual and desired performance using effective feedback

Recognize the steps that will be required to maintain performance once it has improved

Self-awareness and taking responsibility of your own and staff development

Developing active listening skills to understand others, build team rapport and importantly a culture of performance, overcoming cognitive and cultural blocks

Building performance improvement plans; tackling problematic behaviors in self and others through appreciating decision processes (including biases); structuring a performance-coaching session as an ongoing time limited exercise for delivering result.

## TARGET AUDIENCE

Working professionals who seek to take their organization and team(s) to the next level by optimizing individual and collective performance.

- C-Suite Executives
- Divisional heads in a leading role
- HR Executives
- Line Managers
- Entrepreneurs
- Senior Executives Heading Organizational divisions or business suits

## LEARNING METHODOLOGY

Lectures, videos, self-assessment, case studies, problem-solving, exercises, role playing and simulation.



## LEAD FACILITATOR

Paul has more than ten years of coaching and mentoring expertise in a variety of employment contexts, earning his postgraduate certificate in coaching and mentoring after completing his PhD in strategic decision making at Cranfield University. He is passionate about collaborative, results-oriented approaches that can be learned through coaching and mentoring methodologies. In his leadership positions as Academic Dean for iQualify UK and Director of distance learning in the School of Business and Management at Royal Holloway, Paul regularly coaches staff toward agreed-upon actionable milestones.

### DR. PAUL DUDLEY ACADEMIC DEAN IQUALIFY UK

PhD Strategic Decisions Making, Cranfield University UK  
Senior Lecturer Strategy, Royal Holloway, University of London



## INVESTMENT

PKR. 97,500  
(Exclusive of Taxes)

## TIMINGS

9:00am - 5:30pm

## DATE

Dec 14-15, 2021

## VENUE

KSBL Campus

## CONTACT

National Stadium Road, Opp. Liaquat National  
Hospital, Karachi – 74800  
UAN: (92 21) 111-11- KSBL (5725)  
PABX: (92 21) 34867013, 34855382 Ext: 716, 558  
Mobile: (92 333) 2161255  
[execed@ksbl.edu.pk](mailto:execed@ksbl.edu.pk) | [www.ksbl.edu.pk](http://www.ksbl.edu.pk)