

High Performance Teams Need Coaching

High-performance teams don't happen by chance. Great teams orchestrate with intent and are bolstered by ongoing and continuous coaching.

- Without deliberate focus on what is important to your organization, by role, your leaders are likely going to guess what matters.
- Without an executable, predictable and transparent coaching cadence, your teams will struggle to achieve consistency and continuous improvement.

Coach to Skill & Will by Role

4-Box Skill/Will coaching can objectively help:

- Align on what skills are expected for the role
- Baseline role-based skills proficiency
- Provide a forum for leaders and contributors to share ideas and feedback – followed by remediation and shared ownership

The 4-box approach to coaching can be done quarterly, monthly, weekly, etc. The important thing is to be consistent and to establish a spaced and repeatable coaching program. Growth follows a role-based skills coaching cadence.



Coaching takes minutes, builds meaningful relationships and memories, and provides significant ROI.

5 Simple Steps to Get Started

Step 1: Create a skills assessment template for each role using a 5-point rubric. Group questions into Skill/Ability and Will categories.

Step 2: Set up an assessment program.

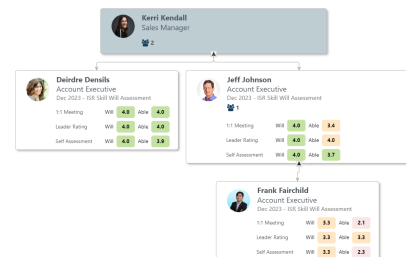
- Determine your review period. This is the period of time to look back on and assess. It sets a cadence for how often you run programs.
 - Say goodbye to annual programs.
 - Quarterly assessments (or more frequent periods) are recommended.
- Identify deadlines, participants, and evaluators.

Step 3: Launch your program with 3 key phases:

- **Self Assessment** - Individuals self-assess.
- **Leader Ratings** - Leaders assess individuals.
- **1:1 Meetings** - Individuals and leaders meet in a one-on-one discussion to calibrate and finalize results, gaining mutual understanding and remediating any role based skills gaps.

Step 4: Monitor and review the results. Individuals are plotted in a 4-quadrant box – based on a Low or High rating in willingness and skills proficiency. Everyone is coached and measured against the same baseline allowing a purely **objective** approach.

Step 5: Define the follow-up development and remediation for each person. Monitor the progress.



Skillibrium automates these steps. Org tree descendant views pinpoint low skills, willingness factors, and performance areas that need training, direction, or remotivation. Reach out to info@skillibrium.com for more.