

A light blue silhouette of a world map is centered on the page, serving as a background for the title text.

# Providing Coaching Feedback

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## Non-Negotiable Minimum Activities for Managers

<b>Monday</b>	Sales Meeting
	Debrief
<b>Tuesday Wednesday Thursday</b>	Brief (a.m.)
	Debrief (p.m.)
	Clinics <sup>1</sup>
	Rounds (Sales) <sup>1</sup>
	Rounds (FiNAP®) <sup>1</sup>
<b>Friday</b>	Brief (a.m.)
	End-of-Week Debriefing <sup>2</sup>
<b>Daily/Weekly</b>	Track Results <sup>3</sup>
	Report Results
	Pipeline Management
	Coaching
	▪ Skill Development
	▪ Recognition
	▪ Motivation
Inspect What You Expect	

<sup>1</sup>Clinics and Rounds typically held once per week

<sup>2</sup>Plan for subsequent week and set goals based upon the week's results.

<sup>3</sup>Daily

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## Workshop

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## Steps of an Observation Session

### 1. **Gathering the Data**

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### 2. **Analyzing the Data**

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### 3. **Pre-Positioning**

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Script It – Bullet Point Each of the Points, Then PUT IT ALL TOGETHER

*Purpose of Session*

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

*Reasoning to Client/Member*

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

*Minimum Standards That Will Be Communicated to Sales Professional*

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
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*Putting It All Together*

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 **OBSERVATIONS**



## Behavioral Action Planning

### *a. Developing Minimum Actions*

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### *b. Tactical Action Planning for Minimum Actions*

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### *c. Coaches Action Plan*

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#### 4. Training and Technique Coaching

Skill to be Mastered with Training and/or Technique Coaching	Method or Procedure of Coaching / Who is Responsible?	Desired Objective – How Do You Know Mastery Was Accomplished?

#### 5. Follow-Up

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## Action Plan

Create a BIG FIVE Action Plan on what you have taken away from this workshop and will begin to implement immediately.

What	How	When