



Early Intervention Coaching

Coaching Employees for Improved Performance

Allowing ongoing issues with leaders or high performers can create negative and lasting effects on an organization's culture. Often, organizations are reluctant to address the communication, behavior, or performance issues for fear of losing a high-value employee or leader. Our research shows that when leaders are made aware of the issues and provided adequate coaching support, over 90% achieve improved performance ratings in as little as 90-days.

Early Intervention Coaching is appropriate for:

- Leaders struggling to successfully manage a team
- Leaders who lack awareness of how behavior is negatively impacting the team or organization
- Leaders or individuals having difficulty managing organizational dynamics or politics
- Individuals achieving great results but lack respect of peers, direct-reports, or key stakeholders
- Individuals with underperformance in specific areas of their role (but not all areas)
- Individuals who do not understand how their communication is impacting others and their performance
- Leaders who have a hard time embracing or leading through change
- Individuals exhibiting micromanaging, controlling, or combative behavior and communication toward others

Early Intervention Coaching from The Center for Leadership Excellence is designed for any high-value individual where a problematic behavior, communication, or performance has been identified and retaining the employee is prioritized. Our three and six-month coaching programs begin with an in-depth discovery and action planning process to measure the organization's return on investment. The engagements are conducted in collaboration with the organization to create positive and sustainable outcomes for both the organization and the individual.

For more information contact Patty Prosser, Co-Founder and Coaching Practice Leader.