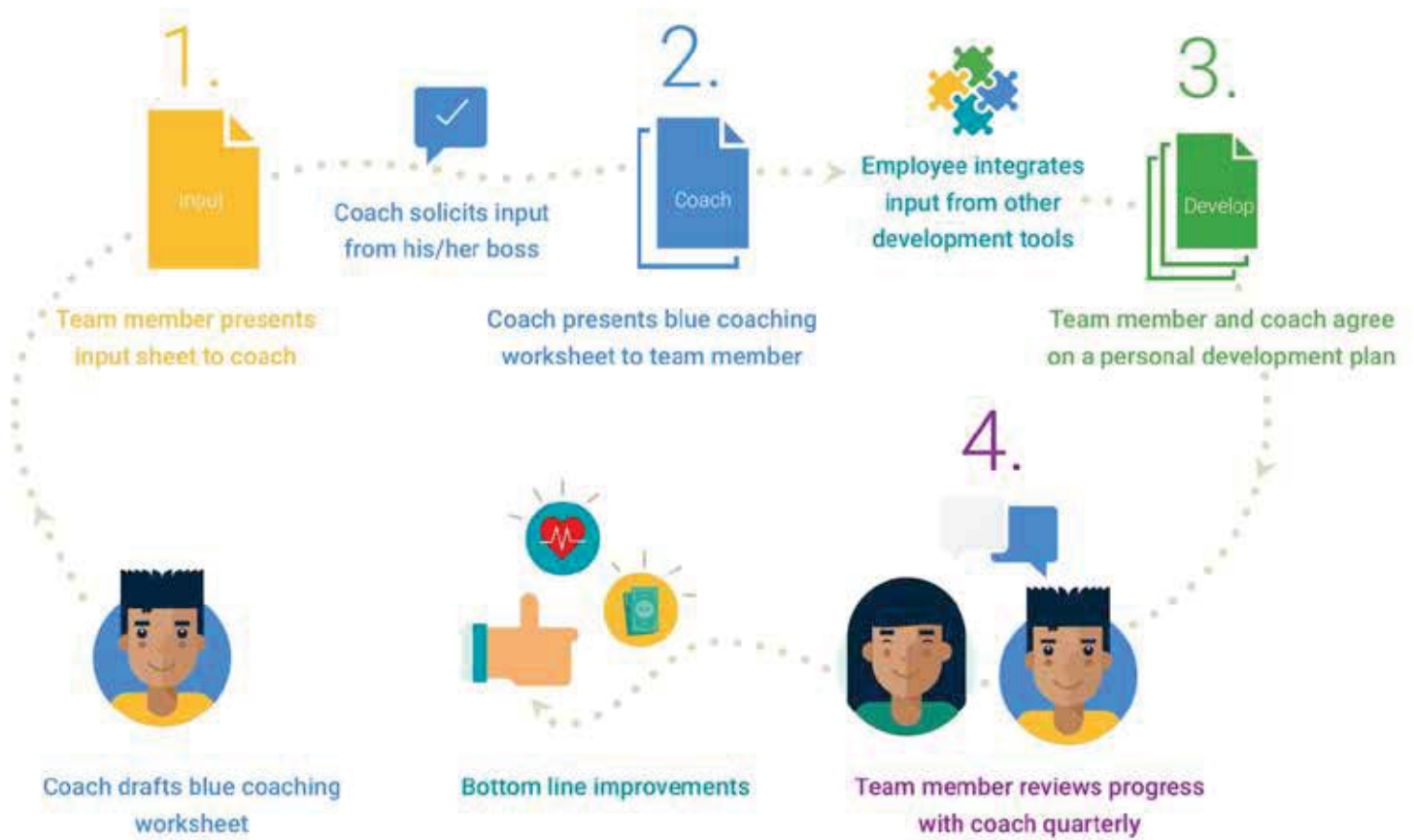


The Catalytic Coaching Formula



The Catalytic Coaching process



Benefits of Catalytic Coaching

- Save managers valuable time with an employee-driven process.
- Ditch rear-view performance management in favor of future-focused growth.
- Empower and motivate employees to craft and command their own careers.
- Prevent and protect against damaging lawsuits.



Focus on the conversation, not managing the paperwork.



Sheet 1

Employee Input Sheet (Yellow Sheet)

- What I have done for the company lately
- What I have done for myself lately
- What I want to be when I grow up
- Other important things I want my coach to know

Coaching Worksheet (Blue Sheet)

- Strengths
- Areas for improvement
- Development recommendations

Sheet 2



Sheet 3

Development Plan (Green Sheet)

- Develop recommendations converted to “SMART” goals:
- Specific
 - Measurable
 - Achievable
 - Results oriented
 - Time-bound



Catalytic Coaching vs. Traditional Performance Management



CONTENT

PROCESS

ROLES

Traditional Evaluations

VS

Catalytic Coaching

<ul style="list-style-type: none"> Summary Grade or Label Competitive Ranking Tie to Salary Treatment Emphasis on Employee Input 	<ul style="list-style-type: none"> Yes Sometimes Direct Incidental 	<ul style="list-style-type: none"> No Never Direct Pivotal
<ul style="list-style-type: none"> Time Focus Average Length of Feedback Form Responsibility for the Development Plan 	<ul style="list-style-type: none"> Past 4-7 Pages HR or Management 	<ul style="list-style-type: none"> Future 1 Page Employee
<ul style="list-style-type: none"> Primary "Customer" of Process Role of Boss Role of Employee Role of Human Resources 	<ul style="list-style-type: none"> "The File" Evaluator Recipient of Feedback Process Police 	<ul style="list-style-type: none"> Employee Coach Empower Career Craftsman Coach 2 (Coach of Coaches)