

journey tools
the skills to lead the tools to manage



PERFORMANCE COACHING

The Focus

This is an online performance coaching program aimed at helping people lead teams.

Whether you are a team lead or a supervisor, a manager or a board member, you are more than likely leading people because of your technical ability.

If you are in HR, talent management, or in the people-development space, and even if you have a mature people-development program, it is still difficult to find a program that assists the leader with the unique skills needed to get the best out of their team.

The program is the product of 45 years of Doug Johnson's knowledge and experience in business, leadership, relationships and communication.

Results or Outcomes

A high hidden cost in many companies is employing or promoting a person to lead a team, usually because they are technically skilled, investing in them, and then they don't succeed.

Proven results that we have seen over many years are:

1. A massive increase in productivity
2. Better communication
3. Improved relationships
4. Reduced staff turnover
5. The increased likelihood of the team leader succeeding in their role.

Definitions

Just to be clear I will define my understanding of learning, coaching and consulting.

Learning

Learning is when information experience and expertise is shared with the learner. This is done primarily through the Learning Academy.

Coaching

This engagement is not focused on life coaching, it is performance coaching. Performance coaching assumes a certain level of expertise, and the aim is to enhance the performance. The goal is to help the person being coached to develop skills as they experience practically what they are learning. In coaching I do not give expert advice, I facilitate learning through experience.

Consulting

Consulting is where I play the role of the expert who gives advice.

Rollout

The rollout starts with the Learning Academy and correlates with the 3 Modules.

The textbooks that are used are **LEMON Leadership** and **Think like a leader**.

The most successful way this has worked is when the team attends the Modules together with the leader, and then coaching is done with the leader based on the learning from the Academy.



Measuring

We use assessments to gauge and then measure progress. These assessments are:

- The Journey Tools VQ Assessment
- The LEMON Assessment
- The Journey Tools Team Health Assessment
- The Coaching Framework Assessment

Topics addressed

- LEMON Leadership – addressing your unique wiring and how it impacts how you lead.
- Values – how they drive your behaviour.
- Learned behaviour.
- Purpose.
- Your communication type and style.
- Your environment.
- Your fit.
- Where you add value.
- Managing expectations.
- Leading
- Inspiring Trust
- Setting Goals - and achieving them
- Seeing the bigger picture
- Contributing productively in meetings
- Communicating
- Handling conflict
- Prioritising
- Assertiveness
- Your Personal Purpose and Identity
- Value management
- Listening skills
- Being a team player
- Managing yourself – Self-Control
- Attitude – Being teachable and serving

Costs

Costs are available on request.

Please email [Doug Johnson](mailto:dougj@journeytools.co.za) for more information.

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