

# DISCOUNTED COACHING

For Workplace Leaders and  
Human Resources Professionals

## DURING COVID-19

### PERFORMANCE IMPROVEMENT

The crux of leadership is to get results and retain people. Performance improvement coaching supports workplace leaders in getting back on this track. Whether it be in response to a pervasive problem, or a recent complaint, our coaches work with leaders and relevant stake holders to develop a plan for success.

#### Common Performance Improvement Coaching Themes

- Self-awareness/Interpersonal skill
- Ability to collaborate and work with others
- Teams and team conflicts
- Handling sensitive problems
- Managing change

### ROLE PREPARATION

Future leaders preparing to enter into a new role benefit from a solid preparation plan. Coaching provides support, guidance and direction for what to do within the first year of taking on a new role.

#### Common Role Preparation Themes

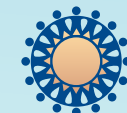
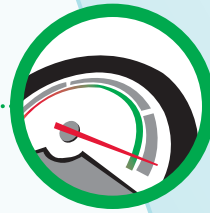
- Personal preparation
- Self confidence
- Baseline observation
- Goal development
- First year planning

### HUMAN RESOURCES SUPPORT

There are many challenges facing Human Resources Professionals. However, the challenge of managing oversight of the performance of an entire organization can be particularly cumbersome; especially when faced with organizational personalities and politics. First Sun EAP coaches have extensive experience and excel in consultation regarding performance matters and can assist Human Resources Professionals in re-framing, setting boundaries, and preventing burnout.

#### Common Human Resources Support Themes

- Managing organizational personalities and politics
- Sensitive terminations or layoffs
- Stress/Resiliency/Burnout prevention



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