

Potential Minus Interference Developmental Coaching for Top Teams

Sample programme

- Month 1**
- ❑ Individual Feedback sessions on results of *ie* questionnaire and 360° feedback
 - ❑ Personal development plan
 - ❑ 1st Action point
- Month 2**
- ❑ Team session – ***Get to the point***
How to take into account communication styles and communication needs for best results
 - ❑ Individual coaching as required
 - ❑ 2nd Action point
 - ❑ Action Learning Group meeting – participants discuss their development through their current action point.
- Month 3**
- ❑ Team session - ***Make it happen***
Self management – how to get the best out of you
How to identify your motivators and shift your resistance
 - ❑ Individual coaching as required
 - ❑ 3rd Action point
 - ❑ Action Learning Group meeting – participants discuss their development through their current action point.
- Month 4**
- ❑ Team session - ***Managing relationships***
How to get the best out of others
How to identify their motivators and shift their resistance
 - ❑ Individual coaching as required
 - ❑ 4th Action point
 - ❑ Action Learning Group meeting – participants discuss their development through their current action point.

Month 5

- Team session – ***A courageous culture***
Getting the best out of tough situations and conflict
Questioning what you tolerate, as individuals, as a team and as a company
- Individual coaching as required
- 5th Action point
- Action Learning Group meeting – participants discuss their development through their current action point.

Month 6

- Team session – ***Interdependence***
Establishing trust and delivering trust
The personal responsibility to say what you mean, mean what you say and do what you say
- Individual coaching as required
- 6th Action point
- Action Learning Group meeting – participants discuss their development through their current action point.

Month 7

- Team session - ***Going for gold***
Leadership and motivation
Inspiring others to follow your clear direction
- Individual coaching as required
- 6th Action point
- Action Learning Group meeting – participants discuss their development through their current action point.

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Month 12

- Team session – **Review**
Participants present their achievements from the programme and evaluate how far reaching the programme, and their development, have been within the company – how worthwhile PMI has been.