

How Coaching Pathways™ Work

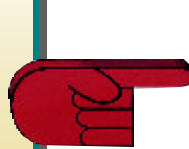


Project Team develops Coaching Pathways system customized to your program or training initiative. If program details have not been fully developed, our professional staff will assist you in finalizing your program.

We partner with your staff to create a theme, graphic platform and components through a series of client meetings, employee focus groups and platform testing sessions.

1

COACHING PATHWAYS SYSTEM DEVELOPED BY PROJECT TEAM



The System is designed so that your own managers or supervisors can easily facilitate a session with only basic facilitation skills taught by our professional coaches.

A step-by-step facilitator's guide enables the session leader to guide each session, foster discussions and answer questions without the need for experienced trainers.

Small group interactive training (8-10 people in a session) is key to the success of this methodology.

The System enables you to select participants from diverse corporate functions to encourage intra-company familiarization and team building. Or, conduct departmental sessions to foster discussions around actual job responsibilities, goals and results.

3

EMPLOYEES SELECTED FOR TRAINING IN GROUPS OF 8-10



2

COMPANY IDENTIFIES MANAGERS OR SUPERVISORS TO FACILITATE MAP TRAINING SESSIONS

Each session guide provides specific direction about how to use the various interactive system training elements

- Discussion cards - questions and facts that encourage participants to work in teams or individually
- Platform overlays - foster dialogue about challenges and desired results
- Milestone markers - reinforce achievements and direction toward goals

The session leader has the unique opportunity to engage participants in discussions about how to take what they have learned and apply it to their own role in the organization or...in some cases...in their personal lives.

Each employee will leave the session with a clear understanding of his or her role in supporting the success of the program.

5

THE FACILITATOR ENGAGES PARTICIPANTS IN INDIVIDUAL ACTION PLANS



4

FACILITATOR'S GUIDE ENABLES SESSION LEADER TO EASILY MOVE GROUP THROUGH MILESTONES

Key information from the training sessions can easily be compiled and analyzed for measureable results, including employee reactions and attitudes.

In addition, this candid feedback can fuel ideas for program reinforcement activities, follow-up communications, employee rewards or incentives

6

KEY INFORMATION IS COMPILED AND ANALYZED INCLUDING, EMPLOYEE REACTIONS/ ATTITUDES



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