

PERFORMANCE EXCELLENCE was designed by Elsabé Manning to develop high performance behaviours in individuals and to align their thoughts, words and actions to their personal goals and objectives.

PERFORMANCE EXCELLENCE is a holistic programme, specifically developed to empower teenagers and young adults to become more accountable and more effective through self-leadership and self-management.

WHAT IS COACHING?

Coaching is a partnership between a coach and an individual or team that supports the achievement of extraordinary results, based on goals set by the individual or team. Through the process of coaching, individuals focus on the skills and actions needed to successfully produce their personally relevant results.

The individual or team chooses the focus of conversation, while the coach listens and contributes observations and questions as well as concepts and principles which can assist in generating possibilities and identifying actions. Through the coaching process the clarity that is needed to support the most effective actions is achieved. Coaching accelerates progress by providing greater focus and awareness of possibilities leading to more effective choices. Coaching focuses on the individual or team's needs and desires and capitalises on their willingness to take the necessary action in order to live their best life.

THE ROLE OF THE COACH:

- To engage the young adult in conversation utilising specific communications skills and questioning techniques to lead to answers, new possibilities, resolutions, decisions and insights;
- To provide objective assessment and observations that foster the individual's enhanced self-awareness and awareness of others; practice astute listening in order to garner a full understanding of the young adult's circumstances;
- Be a sounding board in support of possibility thinking and thoughtful planning and decision making;
- Identify and champion opportunities and potential;
- Encourage, stretch, challenge and commensurate with personal strengths and aspirations;
- Foster the shifts in thinking that reveal fresh perspectives;

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- Challenge blind spots in order to illuminate new possibilities;
- Support the creation of alternative scenarios;
- Maintain professional boundaries in the coaching relationship, including confidentiality, and adheres to the coaching profession's code of ethics.

OUTCOMES OF PERFORMANCE EXCELLENCE

- High Performance behaviours;
- Much improved marks;
- Achievement of the school's strategies and goals;
- Buy-in from individuals to change behaviours;
- Self-confidence and motivation;
- Ability to recognise and eliminate obstacles;
- The ability to analyse and understand roles and responsibilities;
- Accountability, self-management and self-leadership;
- Problem solving ability;
- Commitment;
- Set and attain goals in all aspects of individual's life;
- Time Management skills;
- The ability to write a personal performance plan;
- Identify personal values and principles;
- Express personal needs, wishes, goals and objectives.