

PERFORMANCE-BASED COACHING

Reset expectations. Restore accountability. Transform performance.

A proprietary five-phase coaching framework that engages both the leader and the team member from the start.

The problem: Traditional performance management focuses on documentation and compliance. It rarely addresses root causes or equips leaders to coach their people through it. Most default to avoidance or escalation — neither builds accountability, neither drives change.

THE FRAMEWORK

- R** **Reveal**
Diagnostic conversation with the leader to uncover the real performance gaps, patterns, and pain points.
- E** **Engage**
Dedicated intake with the team member to hear their perspective, establish trust, and co-create a working agreement.
- S** **Shift**
Targeted coaching sessions to build new behaviors, communication patterns, and accountability practices.
- E** **Evaluate**
Mid-point checkpoint with the leader to assess progress, share observations, and recalibrate as needed.
- T** **Transform**
Comprehensive summary report documenting key behavioral shifts, ownership gains, and measurable outcomes.

WHAT MAKES THIS DIFFERENT

Dual-Perspective Intake

Most performance coaches only engage the coachee. RESET starts by hearing both sides — producing more accurate diagnosis and faster results.

Leader & Team Member Alignment

The mid-point evaluation keeps the manager informed and invested, ensuring coaching stays connected to organizational expectations.

Documented Outcomes

Every engagement closes with a transformation report — giving leaders tangible evidence of behavioral change and ROI.

WHAT LEADERS GAIN

- ✓ A team member who takes full ownership of their performance
- ✓ A leader who gains confidence in managing underperformance
- ✓ Measurable shifts in behavior, communication, and accountability
- ✓ Alignment between leader and team member that closes performance gaps
- ✓ Talent retained instead of replaced — saving time and cost

DESIGNED FOR

Organizational Leaders, People Managers, District Administrators, University Department Heads, and HR Partners who want a structured, human-centered framework for supporting employee growth and addressing performance gaps with clarity and care.

VIRTUAL (ZOOM)

DUAL-ENGAGEMENT

MID-POINT CHECK

OUTCOME SUMMARY

THIS IS NOT

This is not a punitive process. It's a structured support engagement designed to develop capability, restore clarity, and retain talent.

TYPICAL ENGAGEMENT

WEEK 1	Reveal — Leader diagnostic
WEEK 2	Engage — Team member intake
WEEK 3-6	Shift — Coaching sessions
WEEK 7	Evaluate — Mid-point check
WEEK 8	Transform — Summary report

Ready to reset? **Schedule a discovery call.**

SCHEDULE A DISCOVERY CALL →