

How to Increase Training Results 300% with Coaching

Through interactive, practical training, the learner is equipped with the essential facts, models, best practices, schedules, tricks, and troubleshooting tips to move forward. And then, studies show, most learners don't implement these techniques! This presentation will offer effective coaching strategies proven to increase learner implementation 300% over training alone.

We'll Go After...

1. How to revise training with behavior change in mind.
2. How to set up the coaching relationship to follow up training.
3. Three best practices for following up training with coaching.

What is the Point of Language Learning Training?

Training Results, Follow-Up Coaching

One organization studied the results of only training vs. training with follow-up coaching. Training produced 23% better performance, but training with follow-up coaching produced 88% better performance. Source: Olivero, Bane & Kopelmann; Public Personnel Management; Washington; Winter 1997; ISSN:00910260

Look at the dramatic difference in this study by Marshall Goldsmith and Howard Morgan called, "Leadership is a Contact Sport: The Follow-up Factor in Management Development" (Strategy + Business, Issue 36).

Exhibit 1: My Co-Worker Did No Follow-Up

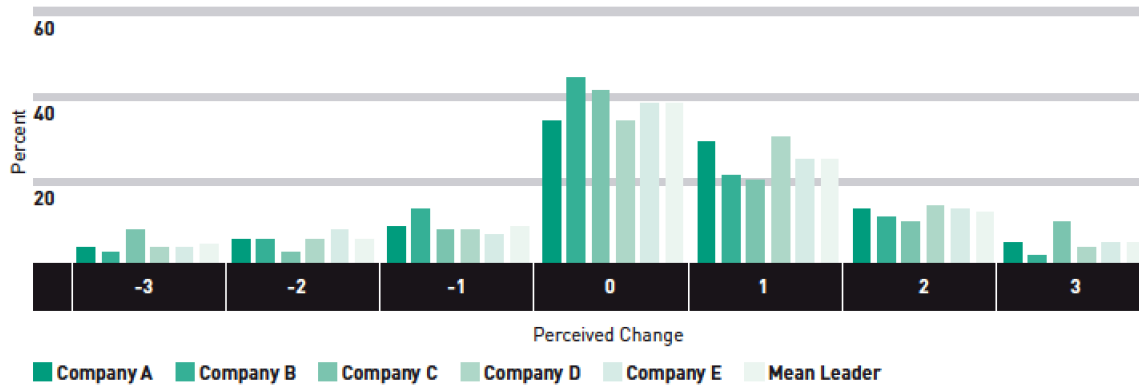
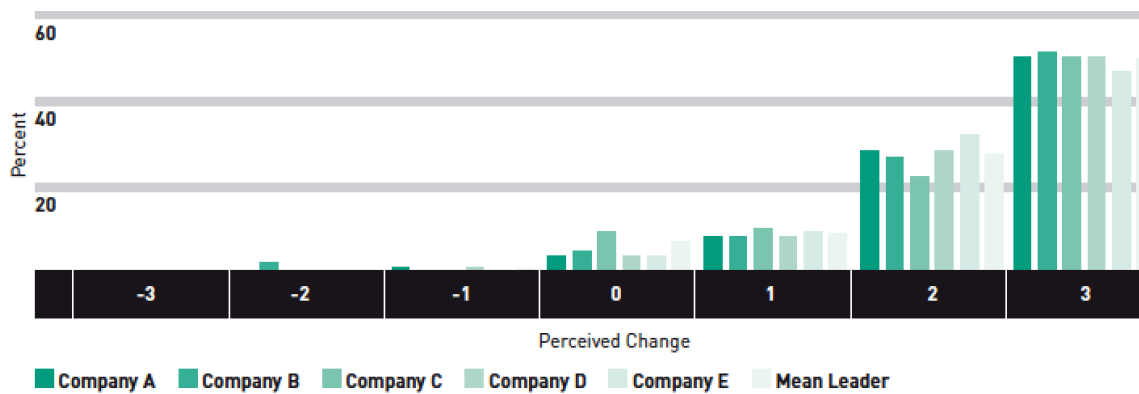


Exhibit 5: My Co-Worker Did Consistent or Periodic Follow-Up



Training events provide the rationale, knowledge, and inspiration to change. Follow-up coaching provides real-life implementation help and accountability over the weeks or months following the event. The two are a powerful combination.

Setting Up The Coaching Relationship

1. Coach at the event. Integrate coaching into the training.
2. Don't make follow-up coaching optional, it's essential.
3. Get agreement from the coachee that they will implement the training, and the coach will coach around the content of the training.

3 Best Practices for Following Up Training with Coaching

1. Stay in a coaching, not training role.
2. Coach for implementation.
3. Coach the internal.

What's your inner voice saying to you about learning language?

What's happening inside you as we talk?

What emotions are you experiencing?

What are you learning about yourself as we talk?

What internal shifts do you need to make to respond differently?

Coaching Demonstration

Look for the best practices in actions as you watch the coaching demonstration.

About The Presenter

Dr. Keith Webb, PCC, is the founder and President of Creative Results Management, a global leader development organization focused on equipping Christian leaders with coaching skills. For 20 years, Keith lived in Japan, Indonesia, and Singapore. He is the author of *The COACH Model for Christian Leaders* and *Coaching In Ministry* and posts leadership articles at keithwebb.com.

Free downloads from: <https://creativeresultsmanagement.com/downloads>

- “50 Powerful Coaching Questions”
- “The Coaching Roadmap: How To Become A Professionally Trained & Certified Coach”