

Strong for Performance is an online coaching and development system that gives leaders the practice and support they need to master leadership skills. This interactive program supports the crucial follow-up and accountability needed to transform new skills from *awkward* to *automatic*.

1. COMPREHENSIVE LEARNING SYSTEM

The 12-month subscription contains a combination of elements that ensure the mastery of a new skill.

- **ASSESSMENT:** The ability to request feedback from stakeholders to find out which skill to focus on first.
- **DEVELOPMENT:** A repetitive 3-step practice that rewires the brain:
 1. **Focus:** Select one skill at a time and learn how to do it right.
 2. **Action:** Apply the skill in a real situation on the job
 3. **Reflection:** Answer questions to analyze the experience and improve for the future
- **RESOURCES:** A wealth of multi-media content is built into the program for two topic areas:
 - ✓ **People Skills:** 24 critical communication skills leaders need to use when interacting other others. Examples: listening, giving constructive feedback, engaging in dialogue, and resolving conflict
 - ✓ **Personal Strengths:** 40 behavior patterns leaders need to engage when faced with challenges. Examples: courage, perseverance, composure, self-confidence and focus
- **ONGOING FEEDBACK:** Participants can send out a quick 1-item survey to ask stakeholders about their progress with their chosen skill. Respondents give a rating and one or two suggestions for improving in the future.
- **COACHING:** A designated Accountability Coach and other Support Coaches can offer ideas, encouragement and feedback on exercises completed.

2. WHY IT WORKS

By themselves, learning events like classroom or online training are not enough to improve skills and produce better results. It takes follow-up, practice and coaching because participants have to physically rewire their brains. This wiring only happens after many repetitions of the behavior through on-the-job application. **Strong for Performance** makes the process easier.

3. MEASURE RESULTS

After participants request feedback, the program consolidates ratings and comments into easy-to-read reports that can be shared with their accountability coach and manager. Administrators can monitor participants' activity such as last log-in and number of exercises completed and shared with their coaches.

4. WHAT YOU GET

Strong for Performance has two components:

➤ ADMINISTRATOR DASHBOARD

Using the Admin Dashboard, you set up subscriptions, organize groups, monitor participant use of the program and customize the content. The administrator also receives his/her own user subscription, with the ability to toggle back and forth between the Dashboard and the participant area.

➤ PARTICIPANT AREA

Each leader receives a 12-month subscription with 24/7 access to their account.