



# **PEAK PERFORMANCE COACHING**

Coaching for managers and leaders

“As we advance in our careers, behavioural changes are often the only significant changes we can make.”

Marshall Goldsmith

# Peak Performance Coaching

3P's Peak Performance Coaching focuses on the behavioural preferences that interfere with personal performance.

## Coaching for managers and leaders

**Building awareness, responsibility and self belief is the responsibility of the 3P coach.**

3P coaching is designed to maximise behavioural performance; it is not focused on skills. It will unlock your potential to enable more of your skill to be used to drive peak performance.

The 3P coach will help you to understand your behavioural preferences and imbalances that

are affecting your current level of performance.

Our efforts are designed to illustrate where to weaken those behavioural tendencies that are holding managers and leaders back from future success, as well as strengthen those actions that will ensure future success.

### BENEFITS OF COACHING

Courtesy of John Whitmore, Coaching for Performance

#### Improved performance and productivity

Coaching brings out the best in individuals and teams, something that instructing does not even aspire to.

#### Staff development

Developing people does not mean just sending them on a short course once or twice a year. The way you manage will either develop them or hold them back. It's up to you.

#### Improved learning

Coaching is learning on the fast track, without loss of time from the bench or the desk. Enjoyment and retention are also enhanced.



**ENGAGE  
FOR  
SUCCESS**

Regional Ambassador

“Coaching is unlocking a person's potential to maximise their own performance. It is helping them to learn rather than teaching them.”

Timothy Gallwey  
Inner Game of Work

## AWARENESS BEHAVIOURAL PREFERENCES

**It is often quoted that a problem honestly acknowledged is at least half solved.**

The challenge is in how to uncover the problem that is holding back our performance. Many tools exist to enable this process. The 3P coach uses Harrison Assessments to objectively share with the client their behavioural preference and imbalances.

The honest acceptance of the findings is the basis for the coaching conversation.

The client will be introduced to Paradox coaching, Johari window modelling and NLP tools and techniques to facilitate change.

“Success can lead to arrogance. When we become arrogant we quit listening. When we quit listening we stop changing. In today’s rapidly moving world, if we quit changing we will ultimately fail.”

Marshall Goldsmith

## RESPONSIBILITY WHAT TO STOP

**We are successful because of some behaviours and in spite of others.**

There is a lot of superstition around success in that we project past success on to present and future situations. What we also do is assume that ALL our behaviours deliver success when in actual fact some of these behaviours interfere with our potential and hence our performance.

Taking responsibility for what is uncovered and applying three principles of courage, humility and discipline to the coaching process is key to really getting to the heart of what is impacting on the achievement of peak performance.

“We spend a lot of time teaching leaders what to do. We don’t spend enough time teaching leaders what to STOP.”

Peter Drucker

## BENEFITS OF COACHING

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### More time for the manager

Staff who are coached, who welcome responsibility, do not have to be chased or watched, freeing the manager to perform his/her more overarching functions which in the past he never found the time to do well.

### More creative ideas

Coaching and a coaching environment encourage creative suggestions from all members of a team without the fear of ridicule or premature dismissal. One creative idea often sparks off others.

### Better use of people, skills and resources

A manager very often has no idea of what hidden resources are available to him until he starts coaching. He will soon uncover many previously undeclared talents in his team as well as solutions to practical problems, which can only be found by those who have to carry out the task regularly.

### Greater flexibility and adaptability to change

The coaching ethos is all about change, being responsive and responsible. The demand for flexibility will increase not decrease. Increased competition in the market, technological innovation, instant global communication, economic uncertainty and social instability will see to that throughout our brief lifetime. Only the flexible and resilient will survive.

# SELF BELIEF

## DEFINING THE REALM OF POSSIBILITIES

Understanding your self image and learning to modify and manage it to suit your purposes, you gain confidence and power.

The key to sustained change is in modifying the self image.

We will always behave in ways that are true to our own self image, our self belief and our levels of confidence.

Learn how to take control of your automatic success mechanism, how to reprogramme your self image for new levels of self belief, confidence and performance.

“You cannot outperform your self image.”

Maxwell Maltz  
The New Psycho-cybernetics



3P is a Harrison Assessments International™ Partner, Marshall Goldsmith licensed executive coach, accredited Master and Business NLP practitioner, and Engage for Success regional ambassador.

Experience • Passion • Intellect • Creativity • Value • Fun

If you would like to discuss how 3P can help your business benefit from our peak performance coaching programmes contact [lindsay@3p.co.uk](mailto:lindsay@3p.co.uk) or call **07759 129 672**.

[www.3p.co.uk](http://www.3p.co.uk)