

# THE FIVE COACHING CONVERSATIONS

*A Research-Based Model for Maximizing People's Performance and Potential*

## ARE YOU A LEADER WHO WANTS TO:

ASSESS AND IMPROVE YOUR COACHING ABILITY

ENHANCE HOW YOU LEAD VIRTUALLY

MAXIMIZE INDIVIDUAL AND TEAM PERFORMANCE

SET UP NEW EMPLOYEES FOR SUCCESS

HELP OTHERS NAVIGATE AMBIGUITY, INDECISION, AND UNCERTAINTY

KEEP OTHERS ENGAGED AND MOTIVATED

DELEGATE EFFECTIVELY

RETAIN AND DEVELOP KEY TALENT

Avion's Five Coaching Conversations is a research-based model for maximizing people's performance and potential. Based on the best-selling book, each of the six, 2-hour live online sessions are designed to help you be as effective as possible, and get the best results out of your people.



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[www.fivecoachingconversations.com](http://www.fivecoachingconversations.com)



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**LEARN HOW  
HIGHLY EFFECTIVE  
LEADERS COACH  
SOMEONE WHO IS:**

2022 PROGRAM  
DATES:

OFFERING 1:  
9-11 AM PT  
MARCH 31  
APRIL 7  
APRIL 14  
APRIL 21  
APRIL 28  
MAY 5

OFFERING 2:  
9-11 AM PT  
JULY 7  
JULY 14  
JULY 21  
JULY 28  
AUGUST 4  
AUGUST 11

OFFERING 3:  
12-2 PM PT  
AUGUST 16  
AUGUST 23  
AUGUST 30  
SEPTEMBER 6  
SEPTEMBER 13  
SEPTEMBER 20

OFFERING 4:  
9-12 PM PT  
OCTOBER 26  
NOVEMBER 2  
NOVEMBER 9  
NOVEMBER 16

**NEW TO A JOB,  
ROLE, OR TASK**

**EXPLAIN**

Set your employees up for success by utilizing a powerful framework for clearly stating expectations upfront and providing effective feedback.

**UNCERTAIN,  
STUCK, AND/OR  
FACED WITH  
MULTIPLE  
OPTIONS**

**EXPLORE**

Leverage a rich, two-way dialog to uncover options for accomplishing something and agree on a way forward.

**EXPERIENCING A  
DIP IN  
MOTIVATION  
AND/OR  
CONFIDENCE**

**ENCOURAGE**

Discover specific key encouragers and adapt your coaching approach in a way that addresses dips in motivation and confidence.

**MOTIVATED,  
INDEPENDENT,  
AND OVERALL  
SUCCESSFUL**

**EMPOWER**

Enable your solid performers to leverage their time and skills effectively by becoming intentional about delegation efforts.

**ACCOMPLISHED  
AND READY TO  
EXPLORE NEW  
GOALS/DUTIES**

**ELEVATE**

Use a forward-focused, strengths-based framework to discuss higher-level possibilities for those who are accomplished in their role/career.

**RESISTANT TO  
COACHING  
AND/OR  
DEVELOPMENT  
EFFORTS**

**EVALUATE: THE UN-COACHING  
CONVERSATION**

Evaluate the effectiveness of coaching efforts overall and discover how to determine a person's "readiness" for improvement overall.



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