

**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.