

Coaching Performance Toolkit
Workplace Coaching for Today's Workforce



COACHING

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What they are saying:

As a manager, Lauran hits the nail on the head when she stated coaching is for performers within the company. It is a reward not a punishment.

This is an amazing course filled with real solutions. Not only do I now have a coaching framework I also have a binder full of actionable items.

If your company has managers ... Get Lauran Star!

R. Friedman

I could not believe how much energy Lauran has. This was a full day program that had us learning and applying coaching tools and techniques. The follow up post program is amazing. Lauran is in our corner

A. Martin
NEHRA/SHRM

Internal Coaching is one of the top business tools that has demonstrated its value in driving organizational performance. Organizations are turning to human resource professionals, management and leadership to take the lead and create a coaching culture for their employees.

Coaching provides the following attributes within business:

- * Helping managers become more effective in providing feedback
- * Understanding where the organization is heading
- * Creating a positive workplace culture
- * Aligning people and strengths
- * Partnering with the leadership team to handle employee development

This is a full-day, comprehensive coaching workshop, with ongoing support via group phone calls, emails, and one-on-one coaching, geared to guide you through what coaching is, and to help you apply this powerful tool in your workplace. At the end of the program you will receive Coaching Certification through LS Consulting Group, in alignment with SHRM.

Some Objectives:

- * Uncover the differences between Coaching and Mentoring, and how to use each in the workplace.
- * Understand how Ethics and Coaching fit into the HR world.
- * Understand and practice Coaching Competencies, and their link to goal attainment and business success.
- * Develop a co-creative Coaching Relationship with internal clients, establishing respect and trust in a safe, supportive environment.
- * Demonstrate Active Listening, Powerful Questions, and Effective Dialogue, with feedback techniques providing the maximum benefit to clients.
- * Design actions and opportunities for ongoing learning that will most effectively lead to positive coaching results.
- * Develop and maintain an effective coaching plan with clients, manage ongoing progress, hold clients accountable for actions, highlight and celebrate successes, and continue the coaching process.

About Lauran Star:

Lauran Star, a leading Diversity and Inclusion Psychologist (ABD), works closely with leadership, and human resource management focusing on organizations most important business asset: their employees.

The founder of LS Consulting Group, Lauran has over two decades of leadership and talent development experience with Fortune 100 and other top companies, plus the United States Army. She understands what your organization is facing in today's marketplace and has solutions that are based in the real world. A business professor, she also understands the next generation of business professionals and will inspire your organizational culture to shift.

Lauran attributes her success to her brutal but compassionate honesty. She dives in where other presenters tread lightly, yet is insightful, warm, and approachable. Lauran consistently engages audiences where it matters to them, and leaves participants with both the inspiration, and the tools, to act.

Lauran's influence in the media is far reaching. She has been featured on CBS Radio; published in Forbes Women, Huffington Post, Talent Management, Society of Human Resource Management, and other trade magazines; and is the author of several books including the best-selling *Your Power Pivot: Shifting the Paradigm of Work /Life Empowerment* and her forthcoming book *Pivotal Inclusion: Creating Excellence in Organizational Culture*.



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