

# Implementation Coaching

**How to successfully implement new skills and knowledge from training into your business *in less than 2 months...***

Have you noticed that after attending a training event you only implement two or three new things, sometimes only one small thing? And what you do implement is often abandoned before it takes root so you don't get the results you wanted. It's often due to **lack of time** – time to implement, to decide what to implement, to review the material, to plan - and **lack of clarity** on the *what* or *how* for best results.

Training is often in short, sharp 1-2 day modules so full implementation potential is lost in the day to day activity back at your desk.

Research from the CIPD in 2004 backed up by the University of Stamford in 2011 demonstrated that training alone improves productivity by only 22%. Whereas when coaching follows training, productivity increases to 88%. Our own experience shows that 90% of ideas learnt on a 1-day training are forgotten or left unused when Implementation Coaching does NOT follow the learning event.

## **Our Hi-Impact Implementation Coaching Ensures training action plans are implemented without delay**

Implementation Coaching after training ensures you create a strategic and powerful action plan using the new knowledge and skills learnt, and that you implement it fully. Taking time to think through the new knowledge so you create the right strategy makes you more productive when you implement it. And being accountable to your coach ensures you take action!

## **How does Coaching differ from the individual follow-up you already receive?**

**Training** is about telling you stuff, reinforcing the content of the training. And it's done by a **trainer**, whose key skills are giving you knowledge, practice and advice. Whereas **Coaching** is a process which challenges **you** to apply the training to your own situation, empowers you by involving you totally in creating your solutions and holding you accountable. The **coach** stretches you to think in new ways and discover abilities you didn't know you had, so your buy-in is greater and you become more resourceful.

## **Benefits of Hi-Impact Implementation Coaching**

- ✓ Action plans **implemented more fully**, with **more focus** and **less delay**
- ✓ Increased **accountability**
- ✓ Increased **productivity**
- ✓ Increased **can-do attitude**
- ✓ Increased **solution-focused thinking**
- ✓ **More results** visible **more quickly**

## **Corporate Training, Consulting & Advisory**

Administrative  
& Support Training

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Customer Service

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Human Resources

Leadership & Influence

Management  
& Supervisory

Social Media  
& Marketing

Personal Development

Project & Time  
Management

Team Building  
& Leadership

Entrepreneurship  
& Small Business

## What does Implementation Coaching give me?

- ✓ 1:1 coaching with a professional coach; focusing on implementation of training content
- ✓ Individual weekly coaching calls
- ✓ Achievement; you improve action plans and receive help in using new skills & techniques
- ✓ Success; coaching helps you overcome problems
- ✓ Time to think; you consider *what, how* and *when* with your coach to get best results
- ✓ Extended Skills; you use more skills and techniques from the training
- ✓ Support; your coach supports you in overcoming any blocks
- ✓ Solution-focused thinking and creativity; you create more solutions
- ✓ Retention; you retain more key training content
- ✓ Accountability; the coach holds you accountable so you take more action faster
- ✓ Confidentiality so you can reveal and overcome any fears and doubts
- ✓ More confidence; coaching acknowledges your actions and wins
- ✓ Your written Results Summary after 6 weeks; records your achievements
- ✓ Unlimited email support

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## What do delegates say when they receive coaching after training?

*"The coaching after the course enabled me to make real and sustainable changes in behaviour"* **Anne, Communication Manager**

*"The persistence to stay focused on the original goal and my action plan helped me set targets and timeframes and keep to them"* **Jim, Manager**

*"I liked how direct it was. I found your feedback and reflecting back really useful"*  
**Mary, Senior Manager**

*"I think coaching is more effective than a course. A 2-day course is interesting but when I get back in the office I easily go back to many of my old ways. I worked with my coach for 6 months so I have changed my processes and habits in several ways; how I structure my planning, how I manage stress and problem situations, how I approach new projects and how I cooperate with colleagues."* **Unni, Middle Manager**

## How can Coaching by phone with someone who did not deliver the Training be successful?

*"I didn't think it would work having a coaching call with someone you haven't met, but after your introductions I felt completely comfortable"* **Marion, Teacher**

*"I liked the phone coaching as I could write notes and underline. Now I have a list of written plans and a timescale that I wouldn't have done before"* **Mike, HR**

## How can Implementation Coaching be used?

Here are 3 possible ways to exploit the benefits of Implementation Coaching:

- (i) After every short training session/workshop
- (ii) Between course modules e.g. for a leadership programme
- (iii) Alongside distance or e-learning learning