



Phenomenal Leadership Systems - Howard Partridge Module 4 May 3rd, 2016

Delegating and Coaching

You will not reach your biggest _____ in L.I.F.E. by yourself

If you have a _____ without a _____, you've got to _____ the dream or _____ the team!

Many things required are out of your _____

You must work "____" the business, not just "____" it

How to Delegate Properly...

Communicate _____ (use your systems)

Train, _____, Train!

Get and give regular _____

Hold regular and meaningful _____ (Daily, Weekly, Monthly)

Supervision is not _____!

Expect only what you _____

"What's the _____?"

Avoid taking it _____

Coaching

What to do when a team member misses the mark...

Fight or Flight?

Every team member (including you) has developed their own way of solving conflicts over a lifetime. We must teach them our protocol for communicating.

3 Types of Management

1. Observational Based Management
2. Judgmental Based Management
3. Performance Based Management

Coaching Principles

Always in _____!

It's ALWAYS about the _____ (**Mission, Values and Purpose**)

Determine the difference between _____ performance and _____ performance by _____!

Determine whether it is an _____ issue or an _____ issue.

Is the _____ broken?

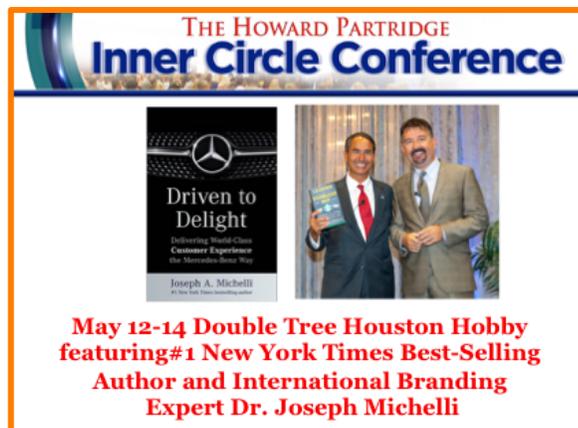
Get their _____ to change. (Eye contact, Hand Shake)

5 Coaching Questions

1. Do you understand _____ to do?
2. Do you understand _____ to do it?
3. Do you have the _____ to do it?
4. Do you have the _____ to do it?
5. Are we the right _____ for you?

6 Step Coaching System

1. _____ Specific things!
2. _____ Reminder
3. _____ Session
4. _____ Reminder
5. _____ Making Leave
6. _____



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