



BRUCE BALANCE
ACTIVATING LEADERSHIP

Coaching to SOAR



Coaching your High Performing and High Potential Employees

SOAR

Strengths
Opportunities
Aspirations
Results

All organisations, whether small, medium or large, have a number of employees who are considered high performers. These employees are key to the success of the business and they consistently exceed their targets. Often, they inspire others into action, lead by example and regularly set a benchmark for performance. Many organisations also go to the trouble of identifying their high potential employees: those demonstrating the ability to perform at a high level if they are given the right development opportunities to nurture their potential.

Ironically, many of these organisations fail to capitalise on high performers or on high potentials. Furthermore, many of these employees often don't even realise that their value to the organisation is appreciated - they simply haven't been told how good they are or how good they could be! If left unrewarded or unrecognised, many key employees will, over time, become uninspired by what they are doing and will show signs of reduced engagement and flat-lined performance. Some simply become so bored they look elsewhere!

At **Bruce Balance**, we believe we have the solution to harnessing these valuable employees.

The solution: Coaching to SOAR

Coaching to SOAR: The Background

Bruce Balance has developed the Coaching to SOAR Program, a dedicated coaching program aimed at rewarding high performers. It also serves as an incentive for high potentials. In short, Coaching to SOAR is an efficient and effective method for leveraging the enthusiasm and contribution of these key employees.

The Coaching to SOAR Program has its foundations in Appreciative Coaching and is a strength-based approach. It focuses on an individual's root causes of success and explores past events so they act as a springboard for future successes. These future successes could be for the individual being coached, for their colleagues and stakeholders and for the organisation itself. Benefits from these successes will also be experienced by clients, and therefore enabling a positive impact on the business.

Being a "whole system" approach, outcomes from the Coaching to SOAR Program will have far-reaching impact on supplier channels, customer engagement activities and process improvement initiatives.

In short, by coaching an individual with the Coaching to SOAR Program the potential impact on all areas of the organisation is immense. When a number of individuals participate in the Coaching to SOAR Program, such as a leadership group, the potential for a positive impact on all areas of the organisation is unbounded!

How does Coaching to SOAR work?

Bruce Balance works with organisations to identify their high performing and high potential employees. Alternatively, we utilise an organisation's existing data as to who will best gain from participating in the Coaching to SOAR Program.

At an introductory meeting attended by the coachee, their immediate manager and a Bruce Balance Coach, the core intent of the coaching sessions is positioned – to recognise the valued contribution being made by the key employee and the desire to assist them achieve an even greater level of success.

A series of six coaching sessions is then scheduled at monthly intervals, with the first session taking place as soon as is convenient.

The first coaching session aims to clarify the coachee's past successes and focuses on the contribution they have made towards advancing the organisation. It's here that the SOAR tool is introduced enabling the coachee to reflect on their *Strengths* and to explore the *Opportunities* currently existing.

As the coaching sessions progress, the coachee is then able to identify the *Aspirations* they are truly working towards. They are also coached on how to use a lens of *Reality* to visualise the *Results* by which they want to measure themselves and their outcomes.

Between the coaching sessions, the coachee continues to build their SOAR profile. The coach checks in with what is being revealed each time they meet. As the coachee's insights deepen and their level of self-awareness heightens, they are coached to refine their SOAR content until they are able to clearly identify how they can stretch themselves to new levels and to even greater success.

Benefits of Coaching to SOAR

Benefits of the program are many, here are just a few:

- Rewards high performers
- Motivates high potentials
- Creates a Win-Win-Win situation: the employees gain dedicated coaching and clarity on their direction; the organisation gains improvement in a number of areas; and stakeholders (both internal and external) benefit from the outcomes
- Builds internal coaching skills that can be utilised across the entire organisation
- Assists in creating an adaptive and agile workforce with heightened self-awareness and self-assuredness.
- Leads to the creation of high performing teams

Let Bruce Balance assist you in enabling your employees to SOAR.

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How to contact us

Email: info@brucebalance.com.au

Phone: 0409 202 154

www.brucebalance.com.au