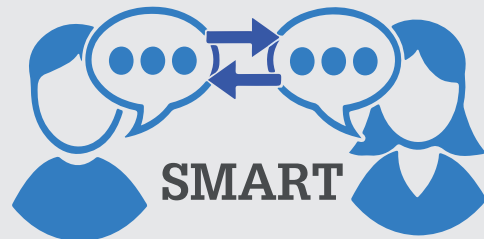


# Coaching High Performers

## Action Planning

### Action 1

Identify & Conduct  
1-1 Meetings



Identify who the high performers are in your team and arrange 1-1 meetings with them. Talk to them about their personal career aspirations and how you can support them. Agree and set some SMART objectives to challenge and inspire them to develop.

### Action 2

Implement A Mentoring  
Process



Identify team members that would benefit from some mentoring. Using your team gain input and create a mentoring process. Align your high performers to support your under performers, set SMART goals for both mentor and mentee.

### Action 3

Self Evaluation  
& Feedback



Encourage the mentor to complete a regular self-evaluation and feedback to you. Ask them to complete a SWOT analysis on their mentoring performance and set more development goals that you can support them with.