Coaching High Performers

Coaching Blueprint

FUEL Your Session

Understand the

Frame the conversation



Set the context and the focus for the conversation

current state



Help the coachee to gain awareness about themselves and what is currently happening

Explore the desired state



Help the coachee to identify and to think about the desired outcome. What's the end game?

Lay out a success plan



Help the coachee to explore the options and to create an action plan and next steps which will achieve the end goal

Power Questions

- How did you identify which were the high performers within your team, and what evidence did you have to support this?
- 4 Explain your mentoring process. How regularly does this happen? Have you noticed any positive results from this?
- How did you up skill your high performers to take on the additional task of mentoring? Do any of them need additional support?
- How do you approach the team members who needed the mentoring about this new initiative? How did they take to being mentored?

- Talk me through a typical 1-1 that you conducted with one of your high performers. What was the outcome of doing this?
- 5 Have you noticed any areas you want to change in your mentoring process? What are these and why do they need changing?
- What else could your high performers be doing to support your teams' success? How could you implement these ideas?
- Where there any difficult situations that arose from the team members being mentored? What were they and how were they overcome?

- How did your high performers feel about adopting a mentoring role? How did you sell the advantages of doing this to them?
- Did any of your high performers resist taking a mentoring role on? Who was this, and why did they resist? How did you handle this and what was the outcome?
- 9 How did you identigy your team members that need the mentoring? Does you team mentor anyone outside of your team? Please detail.
- How could you spread the mentoring process and culture across your organisation? What support would you like from me?

Session: MLCO3