



# Coaching Employees for Success

**The Consulting Team**  
Facilitating Positive Change

*The Consulting Team's Mission: Facilitating positive change by increasing effectiveness of leaders, teams, and organizations through consulting, coaching, conflict mediation, and training.*  
**Dr. Marilyn Manning, CEO**

This training covers effective coaching practices as well as techniques for managing resistance and unproductive attitudes. Methods to create coaching contracts, to build on strengths, and to provide honest and practical feedback are reinforced using role-play and exercise.

### **Objectives:**

- To identify performance strengths and improvement areas
- To practice coaching

### **Content:**

- Coaching for improved performance
- Mentoring through building on strengths
- Providing effective feedback
- Coaching problem employees

*"It is said that "managers manage programs" and "leaders lead people." What we learned from The Consulting Team is that they are not mutually exclusive. They helped us incorporate the attributes of both disciplines, bringing out the best in our Board members and our staff."*

-Timothy Neal, Board President, Hope Hospice

### **Partial Client List**

Over 100 California Cities,  
Special Districts, and Public  
Agencies  
Arthur J. Gallagher Insurance  
California State University  
System  
California Water Service  
Contra Costa County  
Kaiser Permanente  
Meyer Sound  
Minami Tamaki, LLP  
Attorneys  
National Speakers Association  
Pacific Cheese Company  
Police Officers Standardized  
Training (POST)  
San Mateo County Sheriff  
State Compensation Insurance  
Fund  
Stanford University  
State of California  
Social Security Administration  
Synthetic Genomics

The Consulting Team, LLC, was founded by international author, speaker, and certified management consultant Dr. Marilyn Manning, Ph.D. For over 10 years The Consulting Team has helped their clients solve difficult organizational and people problems. The Consulting Team's success is evident in that 94% of their work is repeated business.

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