

Smart Coaching

Life / Business Coach Toronto

Performance Associates offers life coach and business coaching in Toronto for individuals or teams as well as our certification program for those who want to use coaching with others.

And, as well as integrating a group coaching model, to support and provide sustainable results to our sales effectiveness workshops, PAI also provides personal one-on-one Executive Coaching.

Executive Coaching

PAI provides compassionate, energetic and results driven coaching. As coaches for executives and leaders we use straightforward communication, focused attention and humour to champion people. Using our certification with various assessments, including Kouzes/Posner's LPI 360, OneSmartWorld's 4D-i, and Social Styles, we work in partnership with our clients to help them get clear on their values, reconnect with their purpose in life and make the most of their strengths to create meaningful and constructive results, productivity and contribution.

Through the coaching process of action learning, reflection, feedback and questioning (and sometimes provocation) we help our clients to identify and improve their leadership gaps and then create strategies to close them.

We have provided personal coaching for business leaders from a diverse array of professional disciplines including telecom, tech sector, financial services, architecture, movie producers, medicine and automotive retailing.

Team Performance Coaching

We have also integrated a co-active coaching model into PAI's sales effectiveness programs which has lead to breakthrough increases in sales performance and profitability for the sales teams that they work with.

SmartCoaching Certification

Coaching is the methodology for shifting a culture of 'power over' people to one in which 'power within' people is unleashed. It provides the vehicle for organizational learning to take place and for the interest of all stakeholders to be actively pursued by individuals throughout the enterprise. By applying coaching methods, we facilitate the coming of age of a new organization model; one in which responsibility, leadership, learning, have exciting new meanings, and in which power is always released in order to enable, never to constrain.

PAI's SmartCoaching Certification Program is an experiential, fast paced, day-long workshop which provides the knowledge base, as well as a practical skill set, to enable the internal coach to effectively enroll, motivate, encourage and manage those they are supporting. It also provides the framework vital for the nurturance of enabled, empowered, and self-managed employees.

The quick quiz to determine if you need SmartCoaching Certification:

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To what degree do your direct reports welcome you working with them to reach peak performance?

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What percentage of your direct reports are operating at 80% (or better) of their potential?

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To what degree do your direct reports realize what changes need to be made in their behaviours to improve their performance?