



# MANAGING FOR PERFORMANCE

*with Theresa Callahan*

## 12-MONTH VIP PRIVATE COACHING PROGRAM

Leadership can be lonely and frustrating, especially for small business owners who are striving to lead and manage their people and are challenged with inconsistent results. Theresa's Managing For Performance Private Executive Leadership & Team Development Program provides a holistic approach for coaching the entire system, the Team, in partnership with the Team Leader, creating new accountability measures and incredible results that lead to team success.

There are a limited number of openings for this dynamic, full-immersion coaching experience. Registration closes in December and the program launches in January for 12 months of individual and team coaching, training, and learning.

You don't have to do it alone. I'm coming onboard as your Strategic Business Partner for the entire year with 100% focus on improving your team performance.

### My commitment to you:

- I give you the best of my best from 20 years of research, study and client engagements
- I have packaged my best content and workshops into an incredible program that will transform your leadership and team performance

### I dedicate myself fully to you, a business owner who wants:

- A partner dedicated to their individual, team and business development;
- Support in moving their business and their lives to the next level;
- Honest, straightforward coaching from someone who understands their business and their people;
- A leader who can share everything they have learned with them and work beside them so they don't have to do it alone;
- Someone on their virtual team who can help them put new strategies in place for success;
- Improved effectiveness as the leader of their team;
- Full visibility and transparency for their team members;
- A playbook for attracting, hiring and retaining top team members;
- A trusted advisor who they can confide in and whom they know has their agenda at the forefront of all that they do;
- To enjoy their business and their life more;
- Team Coaching, individual coaching, and learning with an expert, and FREE membership to a Leadership Circle Group that provides additional group coaching and support

## PRICING & PAYMENTS:

Onboarding Fee due by December 15th:

**\$1,500** USD

Monthly Fee due on the 1<sup>ST</sup> of each month (Jan - Dec):

**\$997** USD PER MONTH



*Theresa Callahan*

## ABOUT THERESA CALLAHAN

I am a passionate and energetic entrepreneur, a dreamer and a change-maker, and I love working with small business owners and team leaders who are equally passionate about leadership and developing others.

As your strategic partner and Executive Coach, I will work with you to achieve your goals. I will share with you everything I have learned over the past 20 years consulting leaders and teams, and teaching them how to create high-performance results. I am a no-nonsense Coach who will hold you accountable, and will count on you to do the work it takes to achieve success. **And we will do it together.**

Learn more at [ManagingForPerformance.com](https://ManagingForPerformance.com)

# PROGRAM OUTLINE:

## December: Onboarding Month & Setting the Foundation for Personal and Team Transformation

- Coaching Agreement and Paperwork
- Build Customized Program Binder
- Foundation Coaching Session with business owner (2 hours)
- Order Kolbe A Indexes and build Team Talent Synergy Reports

### Building Block 1: Team Talent and How it Relates to High Performance

#### COACHING FOCUS:

- How does team talent relate to high performance?
- How do I know if I have the right person in the right job? Matching talent with the needs of the business.
- A focus on roles and responsibilities and aligning team talent

**TEAM WORKSHOP:** Kolbe training and live coaching on how to leverage the team talent

**LEADERSHIP COACHING:** Focused on integrating the Kolbe Concepts and making sure you have the right people in the right jobs

### Building Block 2: Accountability Measures and how they lead to High Performance

#### COACHING FOCUS:

- What is Accountability? What does it mean to hold myself and my team accountable?
- Bridging the gap between Strategy and Action: Seven Essential Behaviors of Leaders
- SMART Goals and holding effective meetings

**TEAM WORKSHOP:** Creating SMART Goals and putting strategies in place for achieving individual and team targets

**LEADERSHIP COACHING:** Focused on how to integrate SMART Goals into team coaching and development and improving team engagement

### Building Block 3: 4 Key Elements to Attracting, Hiring and Retaining Top Talent

#### COACHING FOCUS:

- Strategies to attract the talent your business needs
- Creating a 30, 60 & 90-day onboarding and review process for new hires
- Implementation of effective performance reviews (that are easy and fun!)

**TEAM WORKSHOP:** Recruiting is a Team Sport! Essential elements for attracting, hiring and retaining top talent

**LEADERSHIP COACHING:** Focused on building a Playbook for Excellence to attract, onboard and create engagement for high-performing team members

### Building Block 4: Professional Development Plans and building Team Member Engagement

#### COACHING FOCUS:

- Creating a career path for your team members that will improve retention
- Implementing Professional Development plans that engage and inspire
- Strategies to give ownership and improved accountability for everyone on the team

**TEAM WORKSHOP:** Creating a Professional Development Plan

**LEADERSHIP COACHING:** Focused on the professional development of your team and strategies to maintain high levels of engagement

### Building Block 5: The Culture of your Business and how it impacts High Performance

#### COACHING FOCUS:

- What is important about the "culture of your business?"
- What does the business need to attract the clients and team members your business needs?
- Individual and Team Coaching around Culture and Core Principles

**TEAM WORKSHOP:** Creating a Team Culture Statement

**LEADERSHIP COACHING:** Focused on integrating your Team Culture Statement into team member and client initiatives

### Building Block 6: Guerilla Marketing and Attracting the Clients You Desire

#### COACHING FOCUS:

- What is your "WHY?"
- What does the business need to grow and scale in a way that matches your vision?
- Building a strategic marketing plan that aligns with your Scorecard goals

**TEAM WORKSHOP:** Guerilla Marketing workshop focused on "What is your WHY?"

**LEADERSHIP COACHING:** Focused on integrating Guerilla Marketing strategies into business development initiatives

## INCLUDED IN YOUR LEADERSHIP DEVELOPMENT PROGRAM:

- Two Structured Leadership Coaching Sessions each month with ongoing email, homework huddles and open office hours, as needed
- Powerful individual & team coaching exercises that transform team performance
- A copy of Theresa Callahan's book, *Managing For Performance: Building Accountability for Team Success*
- All pre-work, homework, and program materials provided to build your Playbook for Excellence

## COMPLETE YOUR REGISTRATION:

FULL NAME:

EMAIL:

PHONE:

CREDIT CARD NO.:

EXP:

CSC:

I give Managing For Performance permission to charge my card today one time for \$1,500 USD and \$997 USD monthly for 12 consecutive months:

SIGNATURE

\*Your next payment for the 2019 full year of VIP Private Leadership Coaching will happen on January 1, 2019 and each month thereafter on the first of the month, for the next 12 months.