



Six Boxes® Executive Performance Coaching

What IS it?

The Performance Thinking Network, LLC
Bainbridge Island, WA USA
www.SixBoxes.com
(206) 780-8578

As a senior executive, it's hard to get honest feedback. 360° feedback is often merely refined opinion, and not specific enough to help sharpen your capabilities. Even after helpful feedback it's often difficult to find substantive development or improvement opportunities — you've developed *a lot* in your career, so improvements must be fine tuned for you.

These are among the reasons that many executives engage Executive Coaches – to provide honest feedback, to take an objective view, to offer a sounding board, and to help develop, improve, or change behavior for the better. Executive Coaches help their clients in countless ways, especially when the coaches are *both* business savvy *and* insightful about human behavior. They can engage us in open-ended discussions aimed at identifying issues and coming up with solutions and changes to improve our capabilities and advance our careers.

But there are some questions that don't typically come up in an executive coaching session, questions that go to the heart of executive effectiveness and impact. They include:

- Do you know how your *specific* contributions link to desired business results?
- Could you safely *delegate any of your contributions*, to get them off your plate?
- How do you *prioritize* the time and bandwidth you devote to various activities?
- Where do you have *greatest leverage* in the processes to which you contribute?
- What are the best ways that you can *accelerate results through your team*?
- How can you *maximize engagement* and positivity in your organization?

Executive Coaches don't always have crisp, reliable ways to frame and to help you answer questions like these. They are good at knowing *how* to conduct a coaching conversation, but they often do not have a framework that identifies *what* to discuss with executives. *Six Boxes® Executive Performance Coaching* provides a roadmap for *what* to talk about.

Six Boxes Executive Performance Coaching focuses on *performance*, defined as the valuable accomplishments or contributions that you and your people make to the organization, the business results they advance, and the best ways to optimize those contributions. That's why we call our approach *Executive Performance Coaching* – because we help you look at your own performance, and at the performance of the people whom you lead and manage, to identify and leverage opportunities for continuous improvement, to accelerate results.



Six Boxes® Performance Thinking® Proprietary Models and Tools

Yes, we have two registered trademarks and a proprietary, research-based methodology. We protect our copyrighted models, language, and tools because they are uniquely powerful and we want to be sure that if anyone claims to use them, they do so consistent with our 4 decades of research and development. So we certify people to deliver *Six Boxes® Executive Performance Coaching*. We've distilled the essentials of behavior science and performance engineering into two visual models and 21 plain English words. The models define what you need to know to analyze and improve performance, and to communicate easily about performance and its drivers with virtually anyone.

We take the words of Dr. Tom Gilbert, our late mentor, seriously. He said, "Accomplishments are valuable, behavior is costly." *Six Boxes® Executive Performance Coaching* focuses on the valuable accomplishments or contributions that executives and that their teams deliver to the enterprise. We work to optimize the value delivered – by Executives, their teams, and the their business units. We work to accelerate results through the performance of people.

How Does *Six Boxes® Executive Performance Coaching* Work?

We begin by providing you with a brief overview of our simple models and language, and then dive into discussion about your valuable contributions. As the process unfolds, we look closely at your direct reports, teams, processes and organizations, seeking opportunities to accelerate business results through the performance of your people. This may evolve into an ongoing dialog that clarifies and prioritizes the value that executives and their teams deliver, and seeks to continuously improve productivity and engagement across the enterprise.

How Can I Check it Out?

Some Affiliates of The Performance Thinking Network offer an initial session of *Six Boxes® Executive Performance Coaching* free of charge. This offers a low risk opportunity to experience this unique form of coaching, and to see its value for yourself. After an initial 60-90 minute session, you'll make an informed decision about if and how to continue.

Contact The Performance Thinking Network

Contact us directly to see if *Six Boxes Executive Performance Coaching* is available in your area, or to consider a virtual session. Email info@sixboxes.com or call 206-780-8578 in the US. You may also contact the Performance Thinking Network Affiliate listed below. Ask about an introductory session.