



# MicroCoaching

The laser focused coaching sessions designed to help you solve specific problems.

- ✓ QUICK FIX
- ✓ PROBLEM BASED
- ✓ PERSONALIZED
- ✓ ACTIONABLE
- ✓ 100% VIRTUAL

With the COVID-19 pandemic, remote teams have been growing in popularity for some time now. Many companies have been forced to shift to a **remote working** without the preparation for a transition period. The consequence is that many team leaders have to manage remotely for the first time and have a hard time dealing with **performance issues** of their remote team.

Distance and less face-to-face interaction mean a better and stronger communication are needed to be heightened to avoid the negative impact on their performance and morale. That's why your organization must support, motivate, and engage your remote employees in terms of personal development, organization's expectation, and the alignment of their goals with those of the organization.

**Coach For Goal** has developed the "**MicroCoaching**" program to help your manager learn how to adapt to any challenges as quickly as possible. By providing the right support mechanism, our **MicroCoaching** will make your managers feel empowered to conquer any challenges they might come across without running into stressful situation.

Our **MicroCoaching** is designed to precisely hit the challenges and concisely coach your organization's managers to effectively deal with the challenge. This **MicroCoaching** is conducted via Zoom application which will provide your managers a convenience in terms of time and place.

# OUR KEY APPROACH

A small problem or challenge might keep rolling and cause a chain reaction that becomes a huge negative impact on your organization if you do not response to it quick enough. Our **MicroCoaching** is designed to specifically help your organization handle this problem with the concise step-by-step coaching process; conducting a Pre-Work to Identify **Expected Result** and defining the **Specific Problem**, implementing a **MicroCoaching** session to precisely and quickly solve the problem by implement **Result-base Actions**.



# MicroCoaching

With the Covid-19 pandemic, most organizations have been inevitably run a remote work to deal with the different and uncertain circumstance. Managers are facing the challenge in handling and maintaining the boundaries between work and home to get their remote work effective and, simultaneously, get their remote teams efficient.

Coach For Goal has collected 8 challenges that every manager of remote team has to overcome and proudly present to your organization the **MicroCoaching** Session for your managers to master these challenges.

# 8

## CHALLENGES

### Work with uncertainty

Under a fast-changing business environment, your organization's goals and strategies need to be revised to response to this challenge. To get your team ready to work with the uncertainty, your organization must motivate and engage team members to learn, adjust and work together to deal with the changing environment.

### Create sense of accountability

Sense of accountability is needed to drive team to succeed. Get your managers know how to create the sense of accountability among team members through assigning and monitoring and making them engage to effectively accomplish their assignment.

### Support remote team

Creating the "helping others" mindset. How to encourage and support your team from a distance. Stay connected with each team member, acknowledge the pressure, maintain team morale and motivation, and empathize with their struggles.

### Manage different team members

Managing employees with different attitude to work together under the same goal without any conflict. How to maintain clear communication, build positive working environment and managing team conflict.

### Feedback on distance working

Feedback becomes even more important when working remotely. Therefore, it needs to clearly identify the problem being facing. Good feedback fundamental will bring up the better follow-up, evaluation and development in order to motivate team members to effectively adjust their working in accordance with the changing circumstance.

### Reduce employee burnout

With the high expectation of being an efficient team members, the organization must trade off the positive relationship among them. Your team members will slowly face a "Burnout" situation. We will help your managers understand how to motivate their teams to accomplish their job without triggering the "Burnout".

### Effective Monitoring

Get the process that enables manager and team to be sure achieving the goals. How to focus on measuring activities that will help optimize team performance. Understand two main reasons to monitor to prove and to improve.

### Build trust from a distance

The good practice how to build trust when you're at a distance, when you can't connect, and you can't come together with your subordinates

In additions, we can provide a **MicroCoaching** Session on a specific issue or challenge facing your organization in order to help you achieve your anticipated goal. Please feel free to contact us if you need any further details.