

State Personnel Board

Shape Your Talents into *Extraordinary Results* through Professional Coaching



What is Professional Coaching?

Coaching is an objective, structured, process-driven relationship between a trained professional coach and an individual. Through one-on-one conversations the coach assists the individual to:

- **identify opportunities and create challenging but attainable goals**
- **develop competencies to support those goals**
- **remove obstacles to goal attainment**
- **create valuable, sustainable changes in one's professional and personal life**

Professional coaching gives the participant an opportunity to make rapid progress in a variety of work challenges. Previous participants have used professional coaching to:

- **manage workplace conflict resulting from reorganization, personality differences, budget changes, and other workplace stressors**
- **prepare for and manage performance appraisals with employees**
- **evaluate opportunities to improve work relationships between work groups and constituents**
- **design and implement strategic plans, succession plans, and project plans**

For more information, contact:

SPB Office of Training
601.359.2722 or lloyd@spb.state.ms.us