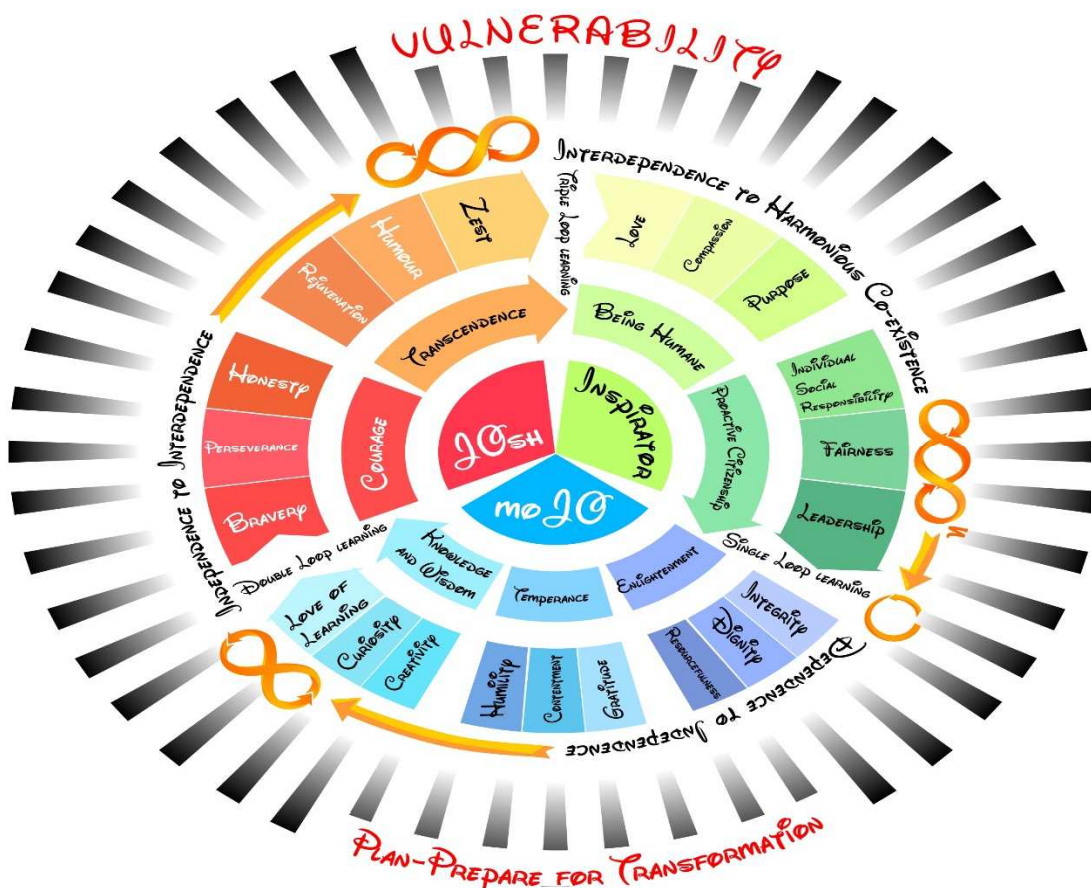


## moJOsh Coaching for Performance | [www.jerrylearns2learn.com](http://www.jerrylearns2learn.com)

### Module Outlines

One of the best ways to improve thinking is through coaching! Coaching for Performance offers a flexible approach to designing a development program for your people with a focus on building coaching capability. Selecting from a range of modules (detailed below) your organisation can deliver short sharp-targeted development in a single module program or tailor a more substantial program over a period of months with multiple modules.

At [www.Jerrylearns2learn.com](http://www.Jerrylearns2learn.com), we view moJOsh coaching as the opportunity to improve the **thinking capability** of people to **THINK BETTER about their THINKING, THOUGHT PROCESS, MENTAL MAPS, BELIEFS and BEHAVIOURS** to ultimately drive sustainable prime performance. Development programs are tailored to capability requirements of the organisation and THE INDIVIDUAL and include our **signature moJOsh Inspirator®** process together with a dynamic integrated approach to learning that lasts. This learning is created by JerryAlmeida benefited millions around the world.



### Course Outline:

This program teaches the core processes and structure that are imperative to managing people effectively and sets up a framework to transform even the most challenging team member.

### **Learning Outcomes:**

- 1) Process & Structure: Managing others requires a consistent structure & process to ensure clarity & accountability. Our multi-dimensional moJOsh Learning framework will help you set up process & structure that will make you a more efficient & effective manager.
- 2) Clear Expectations: For you and for your team are essential when managing and holding others accountable. Learn a simple framework to ensure expectations are clear and use this to manage the performance of your people.
- 3) Support Framework: Identify the critical elements required to coach & support your team and learn how to integrate that into your day.
- 4) Leverage Others: Leading a team is about more than you. Learn how to leverage the power of others when leading your team.

### **Module 2: moJOsh Coaching – The Fundamentals**

#### **Course Outline:**

Often the most basic skills are presumed, however research and observations in the workplace shows us that core communication skills critical to being a GREAT coach are rarely practiced. This program reconnects participants with the importance of these skills and practically demonstrates their power when utilised in a coaching capacity. In addition, we look at your responsibilities as a coach and teach some simple tools to ensure you achieve your coaching outcomes.

#### **Learning Outcomes:**

- 1) The Coaching Plane Crash: We look at all the things that can go wrong, the obstacle, the hardships, the distrust, when coaching others and set clear expectations around your role as a coach.
- 2) Back to Basics: Powerful observation, questioning & listening skills are critical to coaching success. Understand why and commit to actions that will make this the most important part of your coaching toolkit.
- 3) Coaching Flexibility: One person can have different needs depending on the task they are completing. Learn the importance of identifying the coaching needs of your people and match your style to their needs.
- 4) Coaching Roadblocks: We all have blocks when it comes to communicating challenging messages. Practice the skills it takes to ensure you equip to handle these roadblocks as they arise.

# LINT

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“You can do  
**ANYTHING.**  
But **NOT**  
**EVERYTHING**”

- David Allen

**‘SELF MANAGEMENT’ – BOOSTING PRODUCTIVITY  
IN YOUR PROFESSIONAL & PERSONAL SPACE**

Gera along with **Jeroninio Almeida** will conduct the next LINT workshop to help you grow as an entrepreneur with a frame work of self management and techniques.



## Module 3: Enhancing Performance through Feedback

### Course Outline:

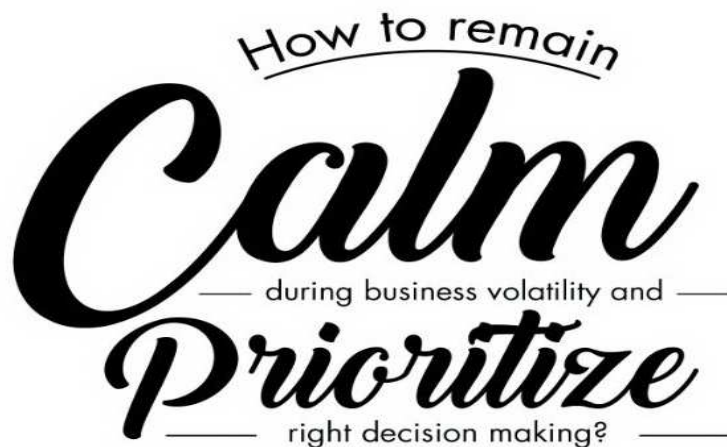
**FEEDBACK IS THE MULTI-VITAMIN OF CHAMPIONS AND LEADERS FOR CONTINUOUS IMPROVEMENT.**

Feedback, both good and not-so-good, must be delivered in a timely, mindful and meaningful way if it is to be an effective tool in managing, developing and recognising your people. Unfortunately, it often comes too little too late. This course outlines why feedback is important, the reasons that prevent us from providing feedback and practically teaches participants a framework for delivering even the toughest of messages.

### Learning Outcomes:

- 1) Feedback is a powerful tool to develop, inspire, support and recognise your team. Learn why feedback is important and how you can use it more effectively in managing your team.
- 2) Feedback: Understand the roadblocks that get in your way to providing quality timely feedback and identify actions to ensure they don't hold you back anymore.
- 3) Structure and preparation are critical to delivering effective and emotive free feedback. We teach you two simple but powerful models that will help you deliver even the toughest of messages.
- 4) Performance Management: Understand how consistent & ongoing feedback is vital to any performance management process and set up your system that makes managing your team simple, efficient & effective.

### Module 4: Delegation as a Coaching Tool



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**Jeroninio 'Jerry' Almeida**

moJOsh Inspirator

Bestselling Author, Missionary Entrepreneur, Management Thinker/Consultant, Inspirational Orator, Leadership/Life Coach

[www.jerrylearns2learn.com](http://www.jerrylearns2learn.com)

### Course Outline:

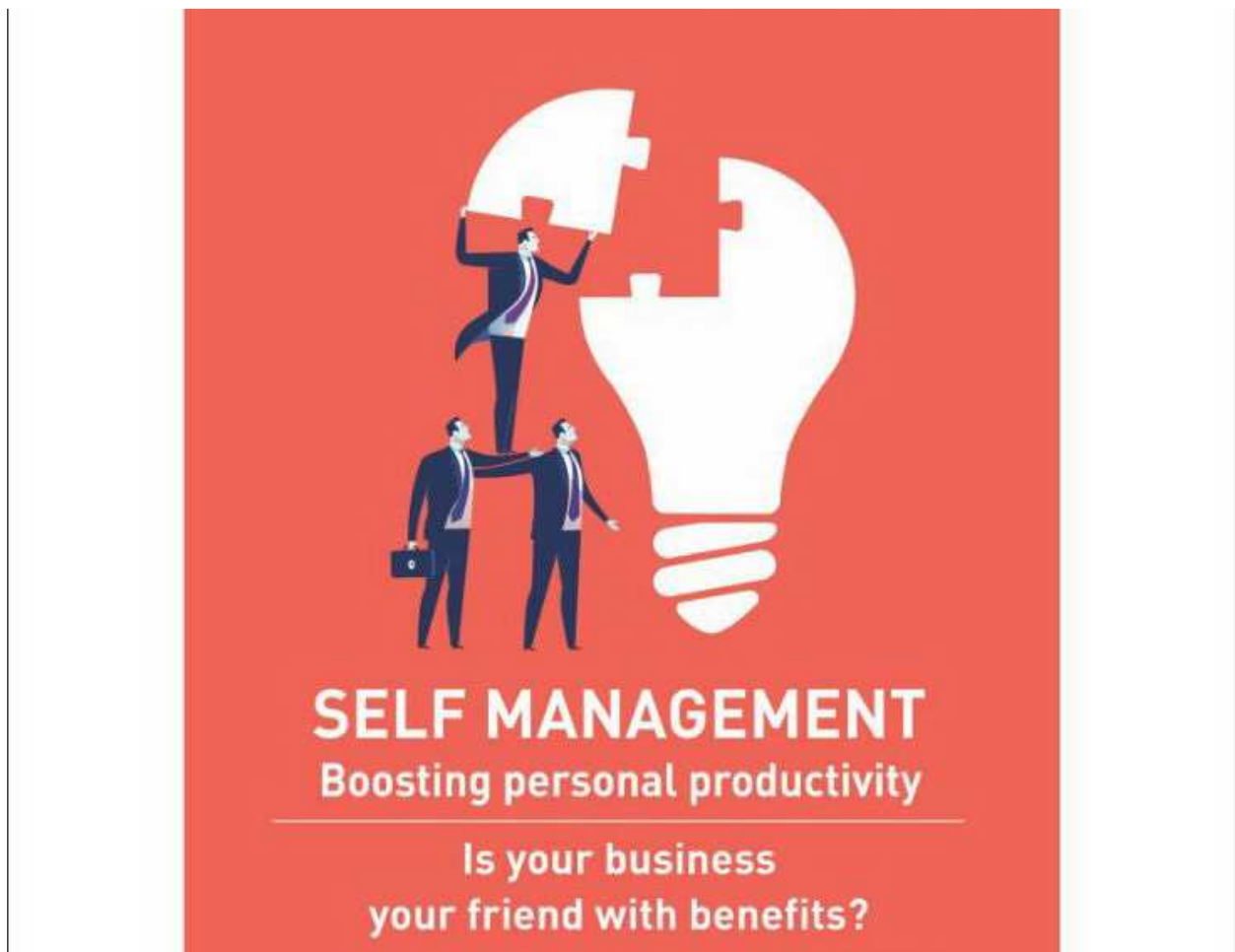
There are so many reasons why as managers we spend more time doing our team's work than our own. It's easier if I do it myself, I don't have time to coach someone else, what if they stuff it up? Delegation is a skill that constantly needs to be front of mind when you are responsible for managing others. This program exposes what stops you from delegating and reconnects you with this important skill so that you and your team can begin to focus where they are of the most value.



### Learning Outcomes:

- 1) Delegation Disasters: We look at the reasons and experiences that have prevented you from delegating in the past and teach you strategies to prevent this from happening again.
- 2) Capacity for Delegation: Learn simple strategies to move things from your to-do list to your delegation list.
- 3) Delegation is a coaching process. Learn what to delegate, who to delegate to and how to manage the process to guarantee a successful outcome.
- 4) Delegation Plan: Create your delegation plan and identify the 'What's in it for me' elements to ensure you are leveraged and committed to delivering on the plan.

### Module 5: Coaching with Social & Emotional Intelligence



Research shows social & emotional intelligence matters

- Top reasons for losing customers: 70% are related to lack of S+EI
- 50% of time wasted in business is due to lack of trust, a key S+EI competency

- The top reasons careers are derailed are related to a lack of S+EI Social and emotional intelligence is the ability to be aware of our own emotions and those of others, in the moment, and to use that information to manage our relationships and ourselves. Organisations who have run Social & Emotional Intelligence in the workplace have experienced clear ROI in the following areas;

- Increased employee engagement
- Improved productivity
- Increased sales and profits
- Improved customer service
- Reduce sick days and even health care costs

This program introduces participants to the Social & Emotional Intelligence Framework and includes the completion of an individual Social & Emotional Intelligence profile; subsequent action planning and accountability follow up

### **Module 6 - Dialects of the English Language – How Individual Communication & Behavioural Preferences can Impact Performance**

Course Outline: One of the main objectives in the coaching relationship is to enable change in the behaviour of others. The cornerstone of change is enhanced self-awareness driven by a new understanding or observation of the self-triggered by change in thinking. Whilst we all speak a common language in the workplace, rarely is there common understanding when processing both conversations and behavior.

Utilizing the **Enneagram framework and profiling tool**, this program introduces participants to the different approaches people may take when processing information, communicating a response or making a decision. Most importantly it provides new coaches with the understanding that there are many ways to achieve an outcome other than their own preference. Essential when coaching for high performance of others.

#### **Learning Outcomes:**

- 1) Develop an understanding of the different individual behavioral styles using the Enneagram Framework
- 2) Identify my own preference/style utilizing Enneagram Personal Analysis.
- 3) Identify how each of the styles contribute to workplace success
- 4) How to be flexible and adjust your styles for improved communication and performance.

# LINT

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“Success in management requires  
**learning** as fast as the world is **changing.**”

- Warren Bennis



## ‘SELF MANAGEMENT’ – BOOSTING PRODUCTIVITY IN YOUR PROFESSIONAL & PERSONAL SPACE

Gera along with **Jeroninio Almeida** will conduct the next LINT workshop to help you grow as an entrepreneur with a frame work of self management and techniques.

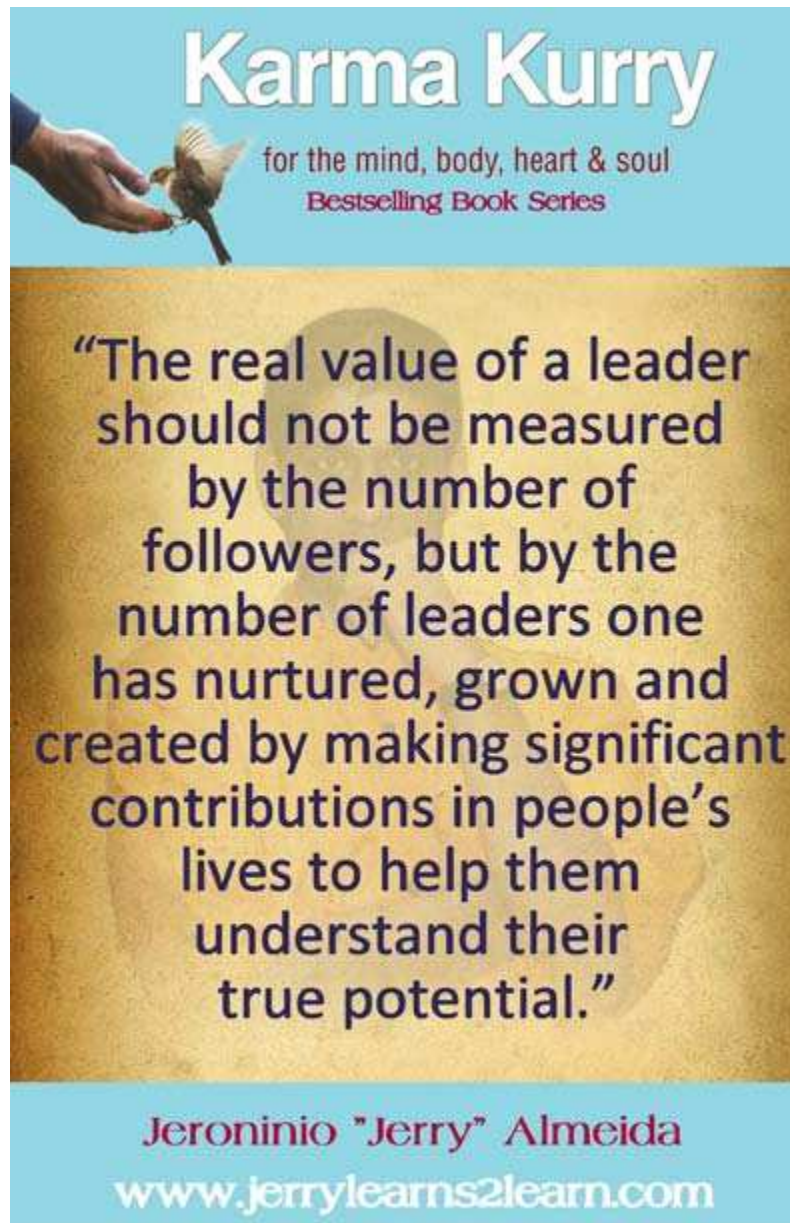


### Module 7: A moJOsh mindset, virtues and powers Based Approach to Coaching

#### Course Outline:

Based on the well-known moJOsh Inspirator framework created by Jerry, this program looks at understanding an individual's core strengths and potential and developing & leveraging those in the workplace.





**Learning Outcomes:**

- 1) Mindsets, Virtues and Powers in the Workplace: Learn how focusing on strengths rather than weaknesses can catapult the productivity and engagement of you & your team.
- 2) Understand your moJOsh: We review the Enneagram profile and your role and identify opportunities for you to leverage these in the workplace.
- 3) moJOsh and your Team: Understand the strengths profile of your team and identify ways to work more effectively together.
- 4) **moJOsh** based Management: Learn how to integrate your powers with your coaching & leadership style to support expectations and improve performance.

## REX Karmaveer Global Fellowship and moJOsh Inspirator Credo

Cheers and Kudos to all our *Real-Heroes*, Brave-Hearts and Champions of Change in the world. All those idealistic, insane, unreasonable, impractical, impossible people, who believe they can be and lead the change. The Oddballs, the Mavericks, the Non-Conformists, the Revolutionaries, the Thought-Leaders, the Rabble-Rousers, the whistle-blowers, the Free-Spirits, the Alternative-Thinkers, the Missionary-Entrepreneurs, the Game-Changers. The Non Violent *Rainbow-Warriors*, the PEACE-SOLDIERS, the ECO-CRUSADERS, the KNOWLEDGE\_KNIGHTS in shining armour. The Square Pegs in Round Holes. the Optimists who go out without umbrellas seeking Rain and Dark Clouds. People who **LIGHT CANDLES TO DISPEL DARKNESS**. People who never follow the herd and walk the path less trodden. People who contest foolish dogmas. People who are Voices-of-Conscience. People



who are Voices-of-Dissent. People who are **VOICES FOR THE VOICELESS**. People who are **DIVINE-BEINGS** on a **HUMAN MISSION**. People who **FULFILL THEIR RESPONSIBILITY** as **HUMAN BEINGS**. People who believe in creating a better, safer, just, humane, fair, egalitarian and responsible world. People who know that it is not mindless charity, but mindful social justice (fairness) that is wanting in our world. People who think, see, speak and do things, differently. People who believe in exploring synergies with other people, to find a better, bigger, higher way that lifts up humanity, breaks barriers, expunge borders, demolish walls and build bridges *To Heal the World*. People

who become channels between the world as it is and **THE BETTER WORLD** that we could create together. People who believe in their **POWER OF ONE**. People who follow their heart, fulfill their dreams, pursue their passion and speak their mind to take their ideas to action. People who innovate by creating a **CULTURE OF FAILURE** and thrive to experiment without **FEAR OF FAILURE**. People who experience, feel and spread **THE JOY OF GIVING**. People who **SHARE KNOWLEDGE** to learn eternally. **PEOPLE WHO DO UNTO OTHERS, AS THEY WOULD WANT OTHERS TO DO UNTO THEM**. People who practice the **MORAL CODE OF HUMANITY** and not some inane, inhuman rules, traditions and laws. People who come together as **ONE** to **RIGHT every WRONG**. People who are vulnerable and yet **ARE** unstoppable, limitless and relentless to unleash their potential for transforming themselves and the world. People who know that they possess **THE ENERGY TO MOVE MOUNTAINS**, if they put their mind to it. People who have a vision and follow their mission and do not just live in default mode. People who believe, understand, know and live our slogan *"I Change to Change the*

*World"*. B'coz change is inevitable and **EACH AND ALL OF US** can **LEAD THE CHANGE**. We the **ORDINARY PEOPLE** with **EXTRAORDINARY CHARACTER**, are the **UNREASONABLE ONES**, who know that change in our world has always been led by the **FEW** and not by the **MANY**. We choose to be **COUNTED IN THE FEW**. People who believe that each of us is **NOT JUST A TEACHER**, but an **ENLIGHTENER, AWAKENER** and **TRANSFORMER** who has the potential to influence change for the progress of the future. The world can speak against us, disregard us, snigger at us, fight us, differ with our righteousness and yet they cannot ignore us. Because **WE THE FEW COMMON CITIZENS OF THE WORLD** transform the world for the better with our small but significant **IDEAS FOR ACTION**. We kindle hope and inspiration for the future of the human race. And while many may see us as the **CRAZY ONES**,

they also see in us True-Wunderkind and Real-Heroes. Because at the end of it all, *We the People* who are **SILLY** to think, that we can make a difference in our world, are **THE FEW** thoughtful, mindful, committed **ONES**, who do! We are **THE FEW**, who are the hope for humanity and our world. We are **THE FEW** who are worthy and deserving for the REX Karmaveer Global Fellowship, Karmaveer Awards and becoming Karmaveer Noble Laureates, Champions of Change and moJOsh Inspirators.



Ideas for Action - Life is not just about creating and amassing wealth and materialistic gains for one's own near and dear ones. Life is about creating a legacy of a better world for our future generations, because our own children also belong to the future generations. A better world benefits all and each of us can do something to create a better world. And if each and all of us 7 billion people do our little bit then the world will change for the better. We as individuals cannot change everything, but can change something. We can change ourselves to change everything. Each of us is just another human being, just another volunteer and just another moJOsh missionary, but we all have the heroic potential, to question ourselves about everything and do something to be the change. Come experience and enjoy *The Joy of Giving*.

**Together as ONE, we can RIGHT every WRONG.**