

THE PERFORMANCE MANAGEMENT PROGRAMME

FOR ASPIRING LEADERS



www.jamescoomber.com



Whats in the brochure

MY WHY

Discover the passion and purpose behind the programme and why it's designed to break the cycle of ineffective leadership

PROGRAMME CONTENT

An overview of the six weekly sessions, focusing on practical strategies to improve leadership skills for lasting individual and organisational impact.

WHY CHOOSE THIS PROGRAMME

Explore how this programme ensures lasting behavioural change through continuous learning, support mechanisms, and practical tools that go beyond traditional training methods.

James Coomber – Leadership Coach

6 week – Performance Management Program



07796666308

 james@jamescoomber.com

 www.jamescoomber.com

WHY I CREATED THE 6 WEEK PERFORMANCE MANAGEMENT PROGRAMME (PMP)

Leadership has the power to inspire, empower, and transform lives, but when done poorly, it can leave people feeling undervalued, unsupported, and frustrated. Over my 20 years in the UK Fire and Rescue Service, I've seen first-hand how the lack of strong leadership skills can hurt individuals, teams, and entire organisations.

In my own journey, I was thrust into management roles without the training I needed to succeed. While I learned how to manage operational incidents, I received little guidance on how to lead people effectively and I made it my mission to ensure I became the leader my teams deserved. I made mistakes along the way for sure, but I also learned the true meaning of Leadership: True leadership isn't about power – it's about caring for, supporting and serving others.

This realisation fuels my passion for change. Leadership is a privilege, not a title, and at its heart is a commitment to putting people first. Servant leadership, built on a blend of Authenticity, Compassion, Communication, Integrity, and Empowerment is the key to unlocking potential in teams and creating workplaces where people thrive.

I created the Performance Management Programme because I believe the cycle of ineffective leadership can be broken. The number one reason people leave organisations is poor leadership, and that's something we can fix! This programme is about equipping leaders with practical tools, confidence, and a people-first mindset to create positive, effective, high performing cultures.

This isn't just another training course. It's an opportunity to join a movement of leaders committed to real, lasting change—leaders who recognise that when they grow, their teams and organisations grow with them. If you're ready to make that commitment, this programme is for you.

James Coomber



WEEK

1 & 2

WHAT'S COVERED IN THE PROGRAMME

Session 1: Psychological Safety in Workplace Culture

Learn how to create a culture where employees feel safe to share ideas, take risks, and collaborate effectively. Understand how psychological safety enhances engagement, trust, and team performance. Discover actionable steps leaders can take to create open communication and build stronger, more resilient teams.

Session 2: Understanding Behavioural Changes at Work

Dive into the factors influencing workplace behaviour. Recognise the triggers, stressors, and cultural impacts that can lead to shifts in employee attitudes and actions. Learn how to identify early signs of tension and address them proactively to maintain a positive and productive work environment.



WEEK 3 & 4

WHAT'S COVERED IN THE PROGRAMME

Session 3: Pre-Planning for Difficult Conversations

Master my unique performance management framework to prepare for challenging discussions. Develop strategies to anticipate reactions and manage emotions constructively. Gain the confidence to approach conversations with clarity, ensuring they lead to meaningful and productive outcomes.

Session 4: Having Supportive Conversations

Practise structuring and delivering difficult conversations with respect and empathy. Learn how to use active listening skills to uncover the underlying reasons behind issues, address them in a supportive, caring, and constructive way, and build stronger, more positive relationships.



WEEK

5 & 6

WHAT'S COVERED IN THE PROGRAMME

Session 5: How to Follow Up and Support Others

Ensure accountability and growth by following up effectively. Learn how to set measurable, actionable steps that reinforce positive change and keep momentum going. Explore strategies for providing ongoing support, building trust, and maintaining open communication to help individuals achieve sustained success.

Session 6: One-to-One Coaching Session

Each participant receives a tailored 45 minute coaching session to reflect on their journey through the programme. Together, you'll identify key takeaways, set unique, actionable goals, and create a personalised roadmap for continued growth and long-term success in leadership and workplace relationships.

WHY CHOOSE THIS PROGRAMME?

Why This Programme?

Mandatory e-learning and one off workshops often fail to create lasting change. This programme's weekly structure, delegate support, and tailored one to one coaching ensure an environment of continuous learning with the application of new skills. Throughout the programme, delegates will receive support and guidance to help them address challenges appropriate to their workplace whilst maintaining a safe space for participants to practise and refine leadership strategies resulting in greater knowledge and skill retention.

Addressing Common Organisational Pain Points

Organisations often face challenges such as:

- Poor Communication: Leading to misunderstandings and team conflicts.
- Low Employee Engagement: Stemming from a lack of trust or psychological safety.
- Ineffective Leadership: Resulting in high turnover and decreased productivity.

How This Programme Helps

By addressing these pain points, the programme equips leaders with the skills to manage performance issues in a supportive and constructive way, build resilient, high-performing teams and save costs associated with conflict resolution, recruitment, and absenteeism.

Benefits to Participants and Organisations

For Individuals:

- Build confidence in addressing workplace challenges.
- Improve communication and leadership skills.
- Gain actionable tools for managing difficult conversations.

For Organisations:

- Help enhance a culture of trust, accountability, and psychological safety.
- Enhance employee engagement and retention.
- Save time and money by reducing conflict, absenteeism, and staff turnover.
- Develop leaders who can navigate complex interpersonal dynamics effectively.

READY TO JOIN THE PROGRAMME



Invest in Your Growth

Price Per Delegate: £495 (Open programmes)

Group Rate (12 Delegates): £4,950

Contact me for more information or to book your place:

✉ james@jamescoomber.com ☎ 07796666308 🌐 www.jamescoomber.com

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