

Grid e-Coach

Making the Most of the Grid Experience

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What is Grid e-Coach?

In business, learning is an investment. Grid e-Coach increases the return on that investment by addressing “fade-out,” the force of reality that undermines follow through. Seminar learning is of little use if it is not actively applied in the workplace — the end of the seminar should mean the beginning of positive change. Grid e-Coach ensures a successful transition by providing a comprehensive, Web-based coaching environment. Through e-mail prompts, participants can track progress and receive coaching help from Grid seminar teammates and trusted advisors. They also can access targeted, online content to help and support the achievement of their goals.

Who Can Benefit?

Grid seminar participants, their back-home team members, and company change agents benefit. Coaching helps keep people on track and focused on the day-to-day application of new skills, increasing the likelihood of successful implementation. Leaders benefit from momentum and commitment to change throughout the ranks. Seminar participants benefit from ongoing support that keeps personal goals vivid, despite the obstacles that invariably arise.

How Is It Done?

Grid e-Coach is a turnkey, Web-based system. No special training, software, or equipment is needed. On selected dates after a seminar, usually on Fridays, participants are sent an e-mail with a link to a customized Web site that has been pre-loaded with their personal goals. In about five minutes they input their progress, actions taken, next actions planned, and lessons learned. Grid e-Coach supports the community of

learners following the program. The input and insights of each group member are visible to others.

Grid e-Coach Goals

- Use goals to strengthen personal commitment and gain colleague support.
- Maintain an objective understanding of how behavior impacts others.
- Use online coaching to inspire involvement, creativity, and commitment to goals.
- Overcome fear of change and obstacles that invite “fade-out.”
- Maintain a vivid strategy for personal change.

Expect Results From Grid e-Coach

Grid e-Coach extends learning beyond the classroom by encouraging participants to take action, solicit feedback, and continue collaborative learning for up to three months after the seminar. This is a follow-through program that delivers results. The process keeps seminar goals a priority and encourages behavior change. Ongoing involvement increases the likelihood for success by strengthening relationships and interpersonal support.

How Long Does It Take?

Five-to-10 minutes every other week for 10 weeks after a seminar experience is all it takes to get the benefit of Grid e-Coach. It's easy too: e-mail messages sent to participants prompt them to describe their progress, and to ask for and receive electronic feedback.

 Grid The Power to Change.®

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