

# One-on-One Coaching

Use Rehearsal to work directly with an individual to hone a specific skill.

## Challenge

Opportunities for improvement don't always come in the form of formal training programs. On a daily basis managers observe their direct reports' behaviors in real-life situations whether it is during a call, meeting, or ride-along. Unfortunately, many managers don't take the time or effort to coach, if they do, they provide basic corrective feedback.

## Benefits

- Coach an individual to help improve soft skills or correct an observed behavior
- Work directly with an individual on preparation for a customer engagement or meeting
- Shows direct reports a commitment to their personal and professional development
- Strengthens rapport between managers and reports

## Applications

- Ride-along Follow-up
- Meeting Preparation or Follow-up
- Observed Behavior Follow-up
- Performance Plan Assistance

## Approach

Use Rehearsal to create a one-on-one development environment where an individual can work on improving skills with feedback and guidance. You can create scenarios in preparation for an upcoming customer conversation, or presentation, or opportunity.

## Industry Example

Rehearsal allows a large construction supply company to individualize sales skills training. This creates a tailored approach to learning and has increased skills, improved retention, and strengthened relationships between sales reps and sales management.